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The Commonwealth of Massachusetts

BUREAU OF STATISTICS

CHARLES F. GETTEMY, Director

LABOR BULLETIN No. 86

FOURTH ANNUAL REPORT

ON

CHANGES IN RATES OF WAGES

AND

HOURS OF LABOR

1910

With Comparative Statistics for 1907-1909



DECEMBER 1, 1911

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MASSACHUSETTS BUREAU OF STATISTICS

Rooms 250-258, State House, Boston

The Bureau is organized into four permanent divisions: 1. The *Labor Division*, engaged in the collection and tabulation of Statistics of Strikes and Lockouts, Prevailing Time-Rates of Wages and Hours of Labor, Labor Organizations, Employment, and other data relative to the condition of labor in the Commonwealth; 2. The *Manufactures Division*, which collects and tabulates Statistics of Manufactures; 3. The *Municipal Division*, which collects and tabulates Statistics of Municipal Finances; 4. The *Free Employment Offices Division*, embracing the administration of the State Free Employment Offices, of which there are three, located respectively at 8 Kneeland Street, Boston; 24 Bridge Street, Springfield; and 41 North Main Street, Fall River. During the period of taking and compiling the Census a fifth, the *Census Division*, is organized.

The functions of the Bureau and the duties of the Director are summarized in Section 1 of Chapter 371 of the Acts of 1909, entitled "An Act to Provide for a Bureau of Statistics," as follows:

SECTION 1. There shall be a bureau of statistics, the duties of which shall be to collect, assort, arrange, and publish statistical information relative to the commercial, industrial, social, educational, and sanitary condition of the people, the productive industries of the commonwealth, and the financial affairs of the cities and towns; to establish and maintain free employment offices as provided for by chapter four hundred and thirty-five of the acts of the year nineteen hundred and six and amendments thereof; and to take the decennial census of the commonwealth required by the constitution and present the results thereof in such manner as the general court may determine.

PUBLICATIONS.

This Bureau now issues four separate annual reports relating respectively to:

(a) The Statistics of Labor (Pub. Doc. 15).

Containing statistics of strikes and lockouts, wages and hours of labor, labor organizations, etc.

(b) The Statistics of Manufactures (Pub. Doc. 36).

Containing statistics of capital invested, materials used, wages paid, value of product, etc.

(c) The Statistics of Municipal Finances (Pub. Doc. 79).

Containing statistics pertaining to the cost of municipal government in Massachusetts, revenue, maintenance, interest payments, and municipal indebtedness.

(d) The State Free Employment Offices (Pub. Doc. 80).

Containing statistical tables and descriptive matter relative to the work of the offices maintained under the jurisdiction of this Bureau in Boston, Springfield, and Fall River.

Besides these annual publications the Bureau issues from time to time:

(a) The Labor Bulletin.

Containing a large variety of interesting and pertinent matter on the social and industrial condition of the workingman.

(b) The Municipal Bulletin.

Containing matter relating to municipal affairs, especially finances, and intended to promote a sound and efficient administration of city and town government in Massachusetts.

(c) The Decennial Census.

The Decennial Census of the Commonwealth for 1905 is published complete in four volumes. Vol. I. Population and Social Statistics (37 c.); Vol. II. Occupations and The Defective and Delinquent Classes (17 c.); Vol. III. Manufactures and Trade (15 c.); Vol. IV. Agriculture, Fisheries, and Commerce (23 c.).

The Commonwealth of Massachusetts

BUREAU OF STATISTICS.

LABOR BULLETIN, No. 86.

DECEMBER 1, 1911.

CHANGES IN RATES OF WAGES AND HOURS OF LABOR IN 1910.

INTRODUCTION.

The present report on changes in rates of wages and hours of labor in Massachusetts in 1910 has been prepared in continuation of the reports dealing with the changes in the years 1907-1909.

One important change, however, has been made in the definition of a "change in the rate of wages" in this report for 1910, and in order that the statistics of previous years might be compared with those of 1910 on a uniform basis, certain changes have been made in the figures for 1907-1909. In the annual reports for 1907, 1908, and 1909 a change in the rate of wages was defined as a change in the weekly, daily, or hourly rate of remuneration of a certain class of employees apart from any change in the nature of the work performed or apart from any revision of rates due to increased length of service or experience. Under this definition the statistics did not include those changes in rates which occurred when employees paid by the hour received a reduction in weekly hours of labor, but at the same time received an increase in their hourly rates of wages so as to make their weekly earnings the same as before the reduction in hours. Such a change in conditions was classified in previous reports as a change in hours of labor only. Employees who were paid a daily or weekly rate of wages and who received a reduction in weekly hours of labor were also included in the changes in hours of labor only. In each of these instances it was apparent that the main object of the change was to reduce the weekly hours of labor without changing the weekly earnings of the workers. After four years' study and investigation of this subject of changes in rates of wages and hours of labor and the causes and results of such changes, as well as the methods of arrangement, we have arrived at the conclusion that the conditions which this report was designed to illustrate — the progressive change in the condition of labor in the Com-

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monwealth, in so far as this is to be gauged from an upward or downward trend of wages and hours — would be more accurately illustrated by the inclusion of such changes in hourly rates as we have stated were excluded from our previous reports, than by their exclusion.

The objects and methods of the inquiry were so fully described in the report for 1908 that they need be referred to here but briefly. The main purpose of the report is to record from year to year the principal changes which occur in market rates of wages and recognized hours of labor in the most important industries, and to compute the general effect of such changes on the weekly wages bill of the State. The statistical results obtained from inquiries like those presented here are useful chiefly for the purpose of comparing one year with another, and care has accordingly been taken in this report to present the results in comparative form. While it must be admitted that absolutely complete statistics relating to this subject could scarcely be expected short of a census of all employers of labor in the Commonwealth, it is believed that this report records all of the more important changes in rates of wages and hours of labor which took place in Massachusetts during the year ending December 31, 1910, and that the statistics contained herein fairly reflect the condition of labor in the Commonwealth and illustrate the progressive movement in the several industries, in so far as this is to be gauged from an upward or downward trend of wages and hours.

Since these statistics are most useful in tracing the operation of the tendencies of the wages market over a period of years, it has been deemed desirable to devote considerable space to the comparison of the figures for the four years, 1907–1910. The period of four years (1907–1910) covered by this and the three preceding annual reports was typical of the various conditions to which industries may be subject, *i.e.*, the year 1907, up to November 1, was one of great industrial prosperity; 1908 was a year of considerable depression; 1909 was a year in which the industries were returning to a condition of prosperity; and 1910 may be said to have been a year of generally prosperous conditions, although not perhaps so prosperous as 1907.

The general upward movement in rates of wages which began in 1904 reached its highest point elsewhere in 1907,¹ in which year the net amount of increase a week in Massachusetts, as reported, was \$141,663. In the latter part of 1907 an industrial depression set in, which was followed a few months later by a downward movement in wages. During 1908 there were 101,367 wage-earners who had their rates of wages changed. Of this number 95,420 sustained reductions, and the net result of all the

¹ Although this Bureau has no official data relative to changes in rates of wages previous to October, 1906, the statistics published by the New York Bureau of Labor Statistics, the Canadian Department of Labour, and the Labour Department of the British Board of Trade show that the upward movement in wages which began in 1904 reached its highest point in 1907.

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changes was a decrease of \$89,567 a week. The early part of 1909, however, saw encouraging progress toward a return to the normal conditions of prosperity which were so disastrously upset by the panic of 1907. During the year 1909, 22,754 wage-earners had their rates of wages changed, and of this number 22,578 received increases, the net result of all the changes being an increase of \$17,393 a week. In 1910 industrial conditions were greatly improved, a fact which is reflected in the large number of increases in rates of wages which took place. There were 146,132 employees who had their rates of wages changed, and of this number only 473 sustained reductions. The net result of all changes was an increase of \$117,278 a week. Of the 145,659 employees who received increases, 51,659 employees (28,734 males and 22,925 females) received increases in hourly rates of wages as an indirect result of the taking effect of the 56-hour law, although the actual amount of increase per week was only \$56. Of the remaining 94,000 employees (91,396 males and 2,604 females) increases amounting to \$117,574 a week were granted or an average of \$1.25 a week per employee. The average net changes in the weekly wages per employee in the four years, 1907-1910, were + \$0.80 in 1910, + \$0.76 in 1909, — \$0.88 in 1908, and + \$0.85 in 1907. The corresponding net weekly increases or decreases in the four years were as follows:

1907,	. . . . .	+ \$141,663
1908,	. . . . .	— 89,567
1909,	. . . . .	+ 17,393
1910,	. . . . .	+ 117,278

The net amount of change during the four years, 1907-1910, was thus an increase of \$186,767 a week.

Of the 146,132 wage-earners affected by changes in rates of wages during 1910, 145,659 employees (120,130 males and 25,529 females), including 31,625 in the steam railroad industry, received advances and 473, including 275 in the cotton goods industry, sustained decreases.

The wages of 71,599 employees (46,506 males and 25,093 females), or 49 per cent of the total, were changed by voluntary action on the part of the employer, while changes in the wages of 74,533 employees (73,934 males and 599 females), or 51 per cent of the total, were arranged at the request of the employees or their representatives. The large proportion of increases in wages granted voluntarily, without solicitation by the employees, was due to the large number of increases in hour or piece-rates granted when the 56-hour law went into effect, in order that the employees might receive the same weekly earnings as before the reduction in hours. Of the 51,319 employees granted *voluntary* increases in rates of wages for this reason, 46,495 employees (27,035 males and 19,460 females), or 90.6 per cent, were in the textile industries, and of this number 30,667 em-

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employees (18,211 males and 12,456 females) were in the woolen and worsted industry. The average amount of increase a week for each employee granted increases by voluntary methods was \$0.21, while the average for each employee granted increases upon his own request was \$1.38 a week.

The 71,103 wage-earners (70,633 males and 470 females) whose changes in rates of wages were not preceded by strike during 1910 formed 95.4 per cent of the total number whose changes were arranged as a result of requests made by the employees, as compared with 66.6 per cent in 1909, a period of returning prosperity; 78.8 per cent in 1908, a period of industrial depression; and 95.3 per cent in 1907, a period of prosperity. The average amount of increase a week for each employee granted increases without strike was \$1.37 as compared with an average of \$1.54 a week for each employee granted increases after strike.

The number of employees who received increases in wages in 1910 through the aid of labor organizations was 70,064 (69,748 males and 316 females), or 94.1 per cent of all the wage-earners who received increases in rates arranged as a result of requests by employees. The average amount of increase a week for each employee granted increases with the aid of labor organizations was \$1.42 as compared with an average of \$0.81 a week for each employee granted increases without such aid.

The proportion of wage-earners whose increases in 1910 were arranged by direct negotiations between employers and employees or their representatives was 95.3 per cent; the remainder, arranged by arbitration boards, was 4.7 per cent.

In the four-year period, 1907-1910, covered by the investigations of this Bureau, we find that of the 340,475 employees granted increases in wages, 157,145, or 46.2 per cent of the total, were granted by voluntary action on the part of the employer; increases in the wages of 162,600, or 47.7 per cent of the total, were arranged at the request of the employees or their representatives; while increases in the wages of 20,730 employees, or 6.1 per cent of the total, were arranged by sliding scales. The average amount of increase a week for each employee granted increases by voluntary methods was \$0.48, while the average for each employee granted increases upon his own request was \$1.19 a week. The 13,832 wage-earners whose increases were preceded by strike formed 8.5 per cent of the total number whose increases were arranged as a result of requests made by the employees, and the average amount of increase granted each employee after strike was \$1.06 a week as compared with an average of \$1.20 a week for each employee granted increases without strike. The proportion of wage-earners whose advances in rates were granted with the aid of labor organizations formed 90.1 per cent of the total, and the average amount of increase a week for each employee was \$1.22 as compared with an average of \$0.96 a week for each employee granted increases without

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such aid. The proportion of wage-earners whose increases in rates were arranged by arbitration boards was 7.6 per cent; the remainder, 92.4 per cent, were arranged by direct negotiations between employers and employees or their representatives.

The changes in hours of labor recorded in 1910 affected 154,675 wage-earners (84,622 males and 70,053 females), 154,605 of whom had their working hours reduced. This large number was due to the reductions in hours resulting from the taking effect of the 56-hour law in January, 1910. The number of employees receiving changes in hours in the previous years in which investigations were made by this Bureau were: In 1909, 46,198 (45,815 of whom received decreases); in 1908, 4,517 (4,428 of whom received decreases); in 1907, 24,405 (24,107 of whom received decreases).

Of the 154,675 employees who received changes in hours of labor in 1910, 68,882 (36,983 males and 31,899 females) were employed in the cotton goods industry; 40,560 (21,340 males and 19,220 females) in the woolen and worsted goods industry; 8,014 (3,738 males and 4,276 females) in the boot and shoe industry; 6,837 in the building trades; and 5,958 (5,079 males and 879 females) in the iron and steel industry. The net effect of all the changes was a reduction of 345,130 hours in the weekly working time of the employees affected.

Of the 154,605 employees who received reductions in weekly hours of labor, 137,457 (67,976 males and 69,481 females) were granted decreases amounting to 276,342 hours, or an average of 2.01 hours a week per employee, as a result of the 56-hour law; 13,487 employees (13,331 males and 156 females) received reductions in hours amounting to 51,319 hours a week, or an average of 3.8 hours a week, at their own request; and 3,674 employees (3,318 males and 356 females) received voluntary reductions amounting to 17,644 hours a week, or an average of 4.8 hours a week.

Of the 13,487 employees who received decreases in hours at their own request, 12,606 employees (12,464 males and 142 females), or 93.5 per cent, received reductions averaging 3.9 hours a week per employee without cessation of work, and 881 employees (867 males and 14 females) received reductions averaging 3.1 hours a week per employee after strike. There were 11,605 employees (11,591 males and 14 females), or 86.1 per cent, who received decreases with the aid of labor organizations, averaging 4.0 hours a week per employee as compared with 1,882 employees (1,740 males and 142 females) who received decreases averaging 2.5 hours a week without such aid. There were 13,426 employees (13,270 males and 156 females) who received reductions in hours as a result of direct negotiations as compared with 61 employees (males) who received decreases as a result of arbitration.

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In the four-year period, 1907-1910, covered by the investigations of this Bureau, we find that of the 228,955 employees granted reductions in hours, 15,728, or 6.9 per cent of the total, were granted by voluntary action on the part of the employer, while decreases in the hours of 47,855, or 20.9 per cent of the total, were arranged at the request of the employees or their representatives. The average reduction in weekly hours for each employee granted decreases by voluntary methods was 4.4 hours, while the average for each employee granted decreases upon his own request was 4.3 hours a week. The 2,248 wage-earners whose decreases were preceded by strike formed 4.7 per cent of the total number whose decreases were arranged as a result of requests made by the employees, and the average reduction in weekly hours granted each employee after strike was 3.7 hours a week as compared with an average of 4.4 a week for each employee granted decreases without strike. The proportion of wage-earners whose reductions in hours were granted with the aid of labor organizations formed 62 per cent of the total, and the average reduction in weekly hours for each employee was 4.9 hours as compared with an average of 3.4 a week for each employee granted decreases without such assistance. The proportion of wage-earners whose decreases in hours were arranged by arbitration boards was 0.4 per cent; the remainder, 99.6 per cent, were arranged by direct negotiations between employers and employees or their representatives.

It is also of interest to note the proportions of employees who received increases in wages or reductions in hours of labor by the various methods. Thus of the 569,430 employees¹ who received these improved conditions of remuneration or working time during the four years, 1907-1910, 30.4 per cent were granted such conditions by voluntary action on the part of the employer, 3.6 per cent by sliding scale, 29 per cent by statute (56-hour law), and 37 per cent at the request of employees; and of the 210,455 employees who received these improved conditions at the request of employees, 92.4 per cent were granted such without strike and 7.6 per cent after strike, 83.7 per cent with the aid of labor organizations and 16.3 per cent without such assistance, 94 per cent by direct negotiations and six per cent by arbitration.

The statistical tables dealing with details are given on pages 49 to 108. Specimens of the forms used in the collection of these statistics may be found on pages 109 to 112. In order that the report may be intelligently consulted, some space has been devoted to an explanation of the scope of the report, the method followed in gathering the data, definitions of the terms used in tabulating and presenting the same,² and the pointing out by means of text analysis some of the more significant results of the inquiry. These introductory pages, therefore, are devoted to:

¹ Counting individuals as often as their wages were increased or their hours reduced.

² For a more extended discussion of the definitions the reader is referred to the report for 1909, pages 6 to 9.

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I.

DEFINITIONS AND EXPLANATION OF TERMS.

DEFINITION OF A CHANGE IN RATES OF WAGES.

Without repeating the detailed discussion given on pages 6 and 7 of the report for 1909 regarding the proper definition of a "Change in Rates of Wages," it may be desirable for the purposes of the present inquiry to repeat briefly the actual conclusions arrived at in that report.

For the purpose of this report a change in the rate of wages is defined as a change in the weekly, daily, or hourly rate of remuneration of a certain class of employees, apart from any change in the nature of the work performed or apart from any revision of rates due to increased length of service or experience.

The following classes of changes are expressly excluded by the above definition:

(1) Changes in average earnings in an occupation which are due to alterations in the proportions which the higher and lower paid classes of employees bear to each other.

(2) Changes in the rates of pay for individuals due to promotions, progressive increments of wages, or, on the other hand, to the reduction in grade of inefficient workmen.

(3) Purely seasonal changes in weekly wages which regularly occur at certain periods of the year in certain occupations.

(4) Changes in the terms of employment which merely provide for extra compensation for extra work or for a reduction in pay in consideration of reduced work.

In the present report a number of small changes, affecting less than five employees in each case, are not included. Changes in piece-prices for making particular classes of goods, known to have but a small effect on weekly earnings, but the exact amount of which could not be computed, have also been omitted. The industry classification used is the same as that for Strikes and Lockouts. (See Thirty-ninth Annual Report on the Statistics of Labor, 1908, Part I, pages 122 to 135.)

The changes which take place each year may be classified, as to the methods of arrangement, in many ways. First of all we may consider (a) Changes made voluntarily by employers; (b) Changes made by means of sliding scale systems; and (c) Changes made at the request of the employees.

The largest number of changes fall under the third division. Changes arranged by this method are further classified in this report as follows: (a) Without strike and after strike; (b) With and without the aid of labor organizations; and (c) By direct negotiations between the parties or their representatives, and by arbitration.

II.

SCOPE AND METHOD OF REPORT.

The sources of the information contained in this report were various. During the year the files of a large number of newspapers of the State as well as the periodical reports of employers' associations, labor organizations, and the State Board of Conciliation and Arbitration, were examined for the purpose of finding all references to changes in rates of wages and hours of labor. The data obtained in this way were not often complete from a statistical point of view. To enable the Bureau to approach the employers and the employees, or their representatives, with the request for precise particulars, schedules asking for the number and occupation of employees affected by the change, the rates of wages both before and after the change, and the method by which the change was effected, were sent out.¹ When the returns came in they were carefully compared, and the data, which were based on reports made by those best able to furnish the information desired, were tabulated. The statistics, therefore, are believed to be as accurate and complete as it is possible, under existing circumstances, to secure. The assistance rendered both by employers and trade union officials was most valuable, and, indeed, essential to the results obtained.

Considerable additional labor has devolved upon the Bureau in compiling this report for 1910 on account of the 56-hour law which took effect in January. In order to obtain a complete statement of the number of persons affected by changes in hours it was necessary to send a form of inquiry to every manufacturing establishment in the Commonwealth in which the employees worked more than 56 hours a week. Consequently, some 1,500 schedules were sent out on December 31, 1910, and it was not until June 15, 1911, that all had been returned and the tabulation could begin.

Altogether, 2,150 schedules, on which appeared inquiries relating to the subject, were returned to the Bureau through correspondence and 1,327 by means of personal visits made by Special Agents.

¹ For specimen forms of inquiry see pages 109 to 112.

III.

ANALYSIS.

1. CHANGES IN RATES OF WAGES.

A. GENERAL SUMMARY.

So far as could be ascertained by this Bureau the total number of wage-earners whose rates of wages were changed during 1910 was 146,132 (120,412 males and 25,720 females). Of these, 145,659 (120,130 males and 25,529 females) received increases amounting to \$117,623 a week and 473 (282 males and 191 females) sustained decreases amounting to \$345 a week. The net result of all the changes was, therefore, an increase of \$117,278 a week.

The number of wage-earners receiving changes in rates of wages in 1910 was much larger than in 1908 and 1909, but not so large as in 1907. The total number of wage-earners whose wages were changed in 1910 was 146,132 as compared with 22,754 in 1909, 101,367 in 1908, and 166,642 in 1907. The net result of all the changes in 1910 was an increase of \$117,278, or an average net increase of 80 cents a week, as compared with an increase of \$17,393, or an average of 76 cents a week in 1909; a decrease in 1908 of \$89,567, or an average of 88 cents a week; and an increase in 1907 of \$141,663, or an average of 85 cents a week. The net gain in wages during the four years, 1907-1910, was \$186,767.

Of the 145,659 employees whose wages were increased in 1910, 31,701, or 21.8 per cent, were in the woolen and worsted goods industry; 31,625, or 21.7 per cent, were employed on steam railroads; 20,951, or 14.4 per cent, were in the building trades; 14,269, or 9.8 per cent, were in the cotton goods industry; 9,745, or 6.7 per cent, were employed on street railways; 9,583, or 6.6 per cent, were in the iron and steel industry; 4,719, or 3.2 per cent, were in the telephone and telegraph industry; and 23,066, or 15.8 per cent, were employed in 34 other industries.

Of the 473 employees whose wages were reduced, 275, or 58.1 per cent, were in the cotton goods industry; 70, or 14.8 per cent, in the boot and shoe industry; and 128, or 27.1 per cent, in other industries. The following table shows the net results of changes which occurred in each industry during each of the years 1907-1910:

Wages—General Summary.

Net Results of the Changes in Rates of Wages, 1907-1910: By Industries.

INDUSTRIES.	NET AMOUNT OF INCREASE (+) OR DECREASE (—) IN THE WEEKLY WAGES OF THOSE AFFECTED IN —				Net Amount of Increase (+) or Decrease (—) in Period 1907-1910
	1910	1909	1908	1907	
Building and Stone Working.					
Building trades,	+\$28,231	+\$6,740	+\$1,583	+\$21,073	+\$57,627
Building and street labor,	+4,031	+287	+150	+835	+5,303
Stone working,	+58	+955	+707	+281	+2,004
Clothing.					
Boots and shoes,	+3,827	+1,274	+1,735	+2,449	+9,285
Garments,	+814	+280	+138	+134	+1,366
Hats, caps, and furs,	+13	—	—	+104	+117
Shirts, collars, and laundry,	+8	+15	—	+11	+34
Gloves,	1—	—	—	—	1—
Food, Liquors, and Tobacco.					
Food products,	+2,004	+405	+144	+118	+2,671
Liquors,	+1,655	+473	+402	+339	+2,869
Tobacco,	—	—	—120	+488	+368
Leather and Rubber Goods.					
Leather and leather goods,	+2	—	—	+100	+102
Rubber and gutta percha goods,	—	—15	—	+167	+152
Metals, Machinery, and Ship- building.					
Iron and steel manufactures,	+7,223	+235	+760	+2,936	+11,154
Miscellaneous metal manufactures,	+341	+64	—	+315	+720
Shipbuilding,	+80	—	+13	+112	+205
Printing and Allied Trades.					
Printing and publishing,	+1,634	+1,052	+65	+2,710	+5,461
Bookbinding and blankbook making,	—	+79	—	+15	+94
Lithographing and engraving,	+48	—	+14	—	+62
Public Employment.					
Federal employees,	+744	+500	+1,474	+2,311	+5,029
State employees,	—	—	+159	+1,316	+1,475
Municipal employees,	+1,304	+34	+424	+5,490	+7,252
Restaurants and Trade.					
Hotels and restaurants,	—	+6	—	—	+6
Trade,	+670	—	—	—	+670
Textiles.					
Bleaching, dyeing, and printing,	+23	—	—42	+411	+392
Cotton goods,	+461	+2,402	—89,973	+70,616	—16,494
Flax, hemp, and jute goods,	+268	—202	—1,050	+399	—585
Hosiery and knit goods,	+88	—	—3,258	+1,117	—2,053
Woolen and worsted goods,	+1,111	+48	—2,428	+6,607	+5,338
Other textiles,	+1	+161	—	—	+162
Transportation.					
Railroads,	+54,452	+1,353	+271	+16,620	+72,696
Teaming,	+1,576	—	+624	+1,694	+3,894
Navigation,	+44	—	—	+352	+396
Freight handling,	—	—	+22	—	+22
Telegraphs and telephones,	+2,903	—	—	+808	+3,711
Wooden Manufactures.					
Saw and planing-mill products,	—	—	—	+60	+60
Cooperage,	+50	—	—	+87	+137
Wood turning and carving,	+1,919	—	—167	+300	+2,052
Miscellaneous.					
Barbering,	+160	—	—	+170	+330
Chemicals,	—	+22	—	+111	+133
Glass and glassware,	—	+1,002	—1,002	—	—
Paper and paper goods,	+896	—	—33	+54	+917
Stationary engineers,	+437	+189	—	+868	+1,494
Theatres and music,	+182	+34	+8	+71	+295
Water, light, and power,	+8	—	—187	+11	—168
Other,	+12	—	—	—	+12
All Industries,	+\$117,278	+\$17,393	—\$89,567	+\$141,663	+\$186,767

¹ The hourly rates of wages were increased, but because the number of weekly hours of labor were reduced the weekly wages remained unchanged.

Wages — Voluntary Changes.

The changes in the four years, 1907–1910, have resulted in a net rise in wages in each industry except cotton goods; flax, hemp, and jute goods; hosiery and knit goods; and water, light, and power. Of the aggregate rise of \$186,767 a week, railroads accounted for \$72,696, or 38.9 per cent; the building trades for \$57,627, or 30.8 per cent; the boot and shoe industry for \$9,285, or 5.0 per cent; municipal employees for \$7,252, or 3.9 per cent; and 42 other industries for \$39,907, or 21.4 per cent.

Comparative figures relating to the methods by which changes in wages have been arranged during the years 1907–1910 are given in the following summary:

YEARS.	EMPLOYEES WHOSE INCREASES IN RATES OF WAGES WERE ARRANGED —						Totals
	BY VOLUNTARY ACTION OF EMPLOYERS		UNDER SLIDING SCALES		AT REQUEST OF EMPLOYEES		
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages	
1907,	81,089	48.7	20,730	12.5	64,472	38.8	166,291
1908,	1,642	27.6	—	—	4,305	72.4	5,947
1909,	3,210	14.2	—	—	19,368	85.8	22,578
1910,	71,204	48.9	—	—	74,455	51.1	145,659
1907-1910,	157,145	46.2	20,730	6.1	162,600	47.7	340,475

B. VOLUNTARY CHANGES.

The rates of wages of 71,599 employees (46,506 males and 25,093 females), or 49.0 per cent of the total number whose rates of wages were affected in 1910, were changed by voluntary action on the part of the employers without solicitation by the employees, and of this number the wages of 71,204 (46,300 males and 24,904 females) were increased. The effect of all changes made in this manner was to produce a net weekly increase of \$14,688. It is natural that nearly all reductions in wages should be made by voluntary action on the part of the employers. Compared with the years 1909, 1908, and 1907, when the wages of 3,386, 77,510, and 81,436 employees, respectively, were *changed* by voluntary action (14.9, 76.5, and 48.9 per cent of the total number whose wages were changed), we find that the proportion whose wages were *increased* in this manner was 48.9 per cent in 1910 as compared with 14.2 per cent in 1909, 27.6 per cent in 1908, and 48.7 per cent in 1907. The very large proportion of increases granted voluntarily in 1910 was due to the fact that many manufacturers granted increases in hour or piece rates when the 56-hour law went into effect so that their employees might receive the same weekly earnings as before the reduction in hours. It should be borne in mind that the scope of this report does not cover cases where employees were paid by the day or week and received the same daily or weekly

Wages — Changes by Sliding Scale Systems.

amounts after the 56-hour law became effective as before. Although it is probable that the cost of production was increased by leaving the daily or weekly rates the same, notwithstanding the reduction in hours (in most cases from 58 to 56 a week), it is obvious that such action does not constitute an increase in the rates of wages as defined in this report.¹

Of the 71,204 employees who were in 1910 granted voluntary increases in wages, 51,319 (28,511 males and 22,808 females), or 72.6 per cent, were granted increases as a result of the 56-hour law. The average weekly increase per employee was \$0.21 in 1910, \$0.97 in 1909, \$1.39 in 1908, and \$0.67 in 1907. The average weekly decrease was \$0.38 in 1910, \$1.78 in 1909, \$0.86 in 1908, and \$1.61 in 1907.

Voluntary increases in 1910 affected 31,387 employees (18,644 males and 12,743 females) in the woolen and worsted goods industry, 30,667 receiving increases in hourly rates and reductions in hours so that their weekly wages remained the same and 720 being granted increases aggregating \$680, or an average of \$0.94 per employee; 13,857 employees (7,772 males and 6,085 females) in the cotton goods industry, of whom 13,292 received increases in hourly rates and 565 received an actual increase aggregating \$342 a week; 6,275 employees (5,359 males and 916 females) in the iron and steel industry who received an aggregate increase of \$4,121 a week; 4,719 employees (4,669 males and 50 females) in the telegraph and telephone industry who received an aggregate increase of \$2,903 a week; 4,198 street railway employees who received an aggregate increase of \$2,040 a week.

C. CHANGES BY MEANS OF SLIDING SCALE SYSTEMS.²

The Fall River Sliding Scale System for regulating wages in the cotton mills of that city has existed only in name since November 19, 1908, when the mill owners waived their right to reduce wages under that agreement. The right was relinquished for the second time in May, 1909, and again in November of the same year. In May, 1910, an attempt was made to amend the agreement so as to make it a working arrangement. The employers and operatives could not come to terms and the abandonment of the sliding scale, which actually occurred in 1908, was formally announced. The latest sliding scale agreement failed because it did not conform sufficiently to the law of supply and demand. It was based on the assumption that the balance of supply and demand in the case of raw cotton and two

¹ It may be of interest to note that a large proportion of the employers who reported that they made *no* increases in *piece-rates* when the 56-hour law went into effect, stated that after one year's experience working under the 56-hour schedule they could see no difference in the weekly earnings of piece-workers because of the reduction of two hours a week.

² An account of the origin and operation of the sliding scale system of regulating wages may be found in our Labor Bulletins No. 41, May, 1906, pp. 192-196; No. 51, July-August, 1907, pp. 27-33; No. 52, September, 1907, pp. 98-103; and No. 60, June-July, 1908, pp. 263-266, 288, and in the 39th and 40th Annual Reports on the Statistics of Labor, 1908 and 1909, on pp. 259-267 and 44-47 respectively.

Wages — Changes by Sliding Scale Systems.

grades of print cloth afforded an adequate basis for the regulation of the price of labor in the mills. The defect consisted in leaving out of consideration the general balance between the supply of and demand for labor in all the industries of the country. Whether a sliding scale can be framed to avoid the defect of the one recently abandoned is a question that awaits solution.

Nevertheless this attempt to bring about the automatic regulation of wages has been of great value to the cotton industry. It has brought home to mill owners, operatives, and the public the fact that there is a better way to fix the rate of wages than by a continued trial of strength. Should the question of increasing or decreasing wages again come up for settlement at Fall River, we may then have evidence of the effect that this sliding scale experiment has had on men's minds.

The sliding scale agreement, which was abandoned in May, 1910, was as follows:

It is agreed by the Cotton Manufacturers' Association of Fall River, the Fall River Mule Spinners Association, the Fall River Weavers Progressive Association, the Fall River Loomfixers Association, the Fall River Card Room Protective Association, and the Fall River Slasher Tenders Union, that wages in Fall River, so far as the mills represented by the Manufacturers' Association and the operatives who are members of the above organizations are concerned, shall be determined in the following manner, which shall be binding upon the mills represented by the Manufacturers' Association and upon the members of the various operatives' associations until changed or terminated as hereafter provided:

1. That 21.78 cents a cut shall be the recognized standard price for a margin of 95 points, based on the cost of eight pounds of middling upland cotton and the average selling price of 45 yards of 28-inch 64×64 print cloth and 33.11 yards of 38½-inch 64×64 print cloth. Quotations from the New York Journal of Commerce shall be considered authoritative.

2. The standard of wages shall be fixed every six months, beginning the last Monday in May and November of each year, and no oftener, and shall be based on the average margin¹ as fixed above for the previous six months. Prices for weaving shall be as follows:

MARGIN POINTS.	Weaving Prices	MARGIN POINTS.	Weaving Prices	MARGIN POINTS.	Weaving Prices
115.	23.96	100.	22.32	85.	20.66
112½.	23.69	97½.	22.05	82½.	20.18
110.	23.42	95.	21.78	80.	19.66
107½.	23.14	92½.	21.50	77½.	19.17
105.	22.87	90.	21.23	75.	18.68
102½.	22.59	87½.	20.96	72½.	18.00

¹ The method of computing the margin is illustrated by the following example:

45 yards 28-inch, 64×64 print cloth at \$0.04,	\$1.80000
33.11 yards 38½-inch, 64×64 print cloth at \$0.06,	1.98660
Average value,	\$3.78660
8 pounds middling upland cotton at \$0.1465%,	\$1.89330
Average margin,	\$0.72065

Wages — Changes Made at Request of Employees.

But there shall be no change in prices on either the ascending or descending scale unless the margin has reached a point named in the above schedule. Eighteen cents a cut shall be the minimum rate paid for weaving; 23.96 cents a cut shall be the maximum rate. Wages in all departments other than weaving shall be adjusted on the price for weaving as above determined.

3. No change shall be made in this agreement and it shall remain in force until the Cotton Manufacturers' Association on the one side, or the members of the various operatives' organizations on the other side, give notice of proposed changes at least three months prior to the last Monday of May and November in each year.

4. Reductions or advances in wages shall not take effect until two weeks after the end of the period on which wages shall be based for the next six months, except that the present wage schedule shall remain in force one week after the expiration of the present marginal period.

As a matter of record we give the course of prices and the average margin for the six months ending May 28, 1910:

WEEKS ENDING —	Cost of One Pound of Middling Up- land Cotton (New York Quotation)	Selling Value of One Yard of 28 inch 64×64 Print Cloth	Selling Value of One Yard of 38½-inch 64×64 Print Cloth	Average Margins
1909.				
December 4,	\$0.1465 ⁵ / ₆	\$0.04	\$0.06	.720633
December 11, . . . . .	.1494 ¹ / ₆	.04	.06	.697967
December 18, . . . . .	.1515	.04	.06	.681300
December 25, . . . . .	.1549 ¹ / ₆	.04	.06	.653967
1910.				
January 1, . . . . .	.1596	.04	.06	.616500
January 8, . . . . .	.1574	.04 ¹ / ₄₀	.06	.639725
January 15, . . . . .	.1516 ² / ₃	.0425	.06	.736217
January 22, . . . . .	.1426 ¹ / ₃	.0425	.06	.808217
January 29, . . . . .	.1455 ⁵ / ₆	.0425	.06	.784883
February 5, . . . . .	.1471 ¹ / ₃	.0425	.054 ³ / ₄₈	.754972
February 12, . . . . .	.1515	.0425	.055 ⁵ / ₆	.709958
February 19, . . . . .	.1491	.0425	.057 ¹ / ₁₀	.707085
February 26, . . . . .	.1439	.0425	.055 ⁵ / ₆	.736269
March 5, . . . . .	.1488 ¹ / ₃	.045 ⁵ / ₂₄	.052 ⁵ / ₄₈	.670182
March 12, . . . . .	.1485	.0425	.0550	.678775
March 19, . . . . .	.1514 ¹ / ₆	.0425	.0550	.655442
March 26, . . . . .	.151250	.0425	.0550	.656775
April 2, . . . . .	.151750	.0425	.0550	.652775
April 9, . . . . .	.1486 ¹ / ₃	.0425	.0550	.677442
April 16, . . . . .	.1521 ² / ₃	.0425	.0550	.649442
April 23, . . . . .	.1516 ² / ₃	.0425	.0550	.653442
April 30, . . . . .	.1513 ¹ / ₃	.041 ¹ / ₂₄	.057 ² / ₂₄	.574744
May 7, . . . . .	.1526 ² / ₃	.04	.053 ¹ / ₁₆	.537457
May 14, . . . . .	.1570 ⁵ / ₆	.04	.051 ¹ / ₈	.491777
May 21, . . . . .	.1556 ² / ₃	.04	.051 ¹ / ₈	.520355
May 28, . . . . .	.1533 ¹ / ₃	.04	.0525	.542471
Average,	—	—	—	.661491

D. CHANGES MADE AT REQUEST OF EMPLOYEES.*(a) General Summary.*

The wages of 74,455 employees (73,858 males and 597 females), or 51.1 per cent of the total number who received increases in wages, were increased at the request of the employees in 1910. In 1909, 1908, and 1907, the percentages were 85.8, 72.4, and 38.8, respectively. As has been previously stated the small proportion in 1910 was due to the fact that the employers granted increases in time and piece-rates when the 56-hour law went into effect so as to make the weekly earnings the same as under the

Wages — Increases without and after Strike.

schedule of hours in force prior to January 1, 1910, there being 340 who were granted such increase at their request. The average weekly increase per employee was \$1.38 in 1910, \$0.76 in 1909, \$1.64 in 1908, and \$1.07 in 1907.

Of the 74,455 employees whose wages were increased at their request in 1910, 31,304, or 42.1 per cent, were steam railroad employees; 20,922, or 28.1 per cent, were in the building trades; 5,547, or 7.4 per cent, were street railway employees; 3,308, or 4.4 per cent, were in the iron and steel industry; and 13,374, or 18.0 per cent, were in 28 other industries.

There were 78 employees (76 males and two females) who were granted reductions in wages at their own request, 65 of whom were treers in Brockton who received reduction in hourly rates of wages from 33½ cents to 28 cents as a result of a decision by the State Board of Conciliation and Arbitration. Five boot and shoe workers in Lynn received reductions in order to establish a uniform wage in the trade.

In the following table are shown the percentages of wage-earners whose increases in wages were arranged by several methods at the request of employees during the years 1907–1910:

YEARS.		EMPLOYEES WHOSE WAGES WERE INCREASED AT REQUEST OF EMPLOYEES					
		Total Number	PERCENTAGES				
			Without Strike	After Strike	With Aid of Labor Organi- zations	Without Aid of Labor Organi- zations	By Direct Negotia- tions	By Arbitra- tion
1907,	64,472	95.3	4.7	83.8	16.2	89.8	10.2
1908,	4,305	78.8	21.2	88.7	11.3	95.5	4.5
1909,	19,368	66.6	33.4	95.8	4.2	88.9	11.1
1910,	74,455	95.4	4.6	94.1	5.9	95.3	4.7
1907-1910,	162,600	91.5	8.5	90.1	9.9	92.4	7.6

(b) Increases Effected Without Strike and After Strike.

During 1909, a period of industrial readjustment, of the total number who received increases in wages at the request of employees, 66.6 per cent received increases without strike as compared with 78.8 per cent in 1908, a period of industrial depression, and 95.3 per cent in 1907, a period of prosperity.

In 1910 the increase in the wages of 71,025 employees (70,557 males and 468 females), or 95.4 per cent of the total number receiving increases at the request of employees, were granted without strike, and amounted to \$97,492 weekly, or an average increase of \$1.37 per employee. The employees who obtained increases after strike numbered 3,430 (3,301 males and 129 females), and the average weekly increase per employee was \$1.54. The average weekly increases in wages granted without strike per em-

Wages — The Effect of Labor Organizations.

ployee were \$1.08 in 1907, \$1.70 in 1908, \$0.73 in 1909, and \$1.37 in 1910, while the average increases granted after strike were \$0.92 in 1907, \$1.41 in 1908, \$0.81 in 1909, and \$1.54 in 1910.

Of the 71,025 employees whose wages were increased without cessation of work in 1910, 31,304, or 44.1 per cent, were steam railroad employees; 18,689, or 26.3 per cent, were in the building trades; 5,547, or 7.8 per cent, were street railway employees; and 15,485, or 21.8 per cent, were in 27 other industries. Of the 3,430 employees whose wages were increased after strike, 2,233, or 65.1 per cent, were in the building trades; 356 were building and street laborers; 284 were in the boot and shoe industry; and 557 were in 10 other industries.

In the above statements it should be noted that no account has been taken of strikes for increases in wages which failed or of threatened strikes which may have influenced the changes in wages made.

(c) The Effect of Labor Organizations.

Of the 74,455 employees whose wages were increased at the request of employees in 1910, 70,064 (69,748 males and 316 females), or 94.1 per cent, obtained increases through the aid of labor organizations, while but 4,391 (4,110 males and 281 females) received increases without such assistance. The proportion of wage-earners who received increases through the aid of labor organizations was slightly below that in 1909, but was considerably larger than in 1908 and 1907, when the percentages were 95.8, 88.7, and 83.8, respectively. In 1907, however, it should be noted that although the wages of 20,730 cotton-mill operatives in Fall River were increased under the sliding scale agreement, this method of arrangement was adopted only after negotiations between the Textile Council and the Cotton Manufacturers Association of that city. If we include these employees as having received increases by the aid of labor organizations, the percentage for 1907 would be 87.7. The average weekly rates of increase per employee in 1910 were greater for those employees who obtained their increases with the aid of labor organizations than for those who obtained them without such assistance, the average amounts being \$1.42 and \$0.81, respectively.

Of the 70,064 employees who obtained increases in wages with the aid of labor organizations, 66,915 (66,614 males and 301 females) were granted advances without strike and 3,149 (3,134 males and 15 females) after strike; 66,603 employees (66,292 males and 311 females) were granted increases by direct negotiations and 3,461 (3,456 males and five females) by arbitration. Of the 4,391 employees (4,110 males and 281 females) who obtained increases in wages without the aid of labor organizations, 4,110 (3,943 males and 167 females) were granted advances

Wages — Changes Effected through Direct Negotiations and by Arbitration.

without strike and 281 (167 males and 114 females) after strike; all were granted increases by direct negotiations.

Of the 70,064 employees who obtained increases in wages with the aid of labor organizations, 31,304, or 44.7 per cent, were steam railroad employees; 20,892, or 29.8 per cent, were in the building trades; 4,889, or 7.0 per cent, were street railway employees; 2,538, or 3.6 per cent, were building and street laborers; 2,033, or 2.9 per cent, were in the boot and shoe industry; 1,975, or 2.8 per cent, were in the iron and steel industry; and 6,433, or 9.2 per cent, were in 23 other industries. Of the 4,391 employees who received increases in wages without the aid of labor organizations, 1,333, or 30.3 per cent, were in the iron and steel industry; 692, or 15.8 per cent, were municipal employees; 658, or 15.0 per cent, were street railway employees; and 1,708, or 38.9 per cent, were in 20 other industries.

(d) Changes Effected through Direct Negotiations and by Arbitration.

Of the 74,455 employees who received increases upon their own request during 1910, 70,994 (70,402 males and 592 females), or 95.3 per cent, received increases through direct negotiations with the employers, and of this number 66,603 (66,292 males and 311 females) received increases with the aid of labor organizations and 4,391 (4,110 males and 281 females) without such aid.

Of the 70,994 employees who obtained increases in wages by direct negotiations in 1910, 67,564 (67,101 males and 463 females) were granted advances without strike and 3,430 (3,301 males and 129 females) after strike. All of the 3,461 employees (3,456 males and five females) who obtained increases in wages by arbitration were granted advances without strike.

Of the 70,994 employees whose increases in wages were arranged by direct negotiations, 30,400, or 42.8 per cent, were steam railroad employees; 20,883, or 29.4 per cent, were in the building trades; 4,391, or 6.2 per cent, were street railway employees; 3,308, or 4.6 per cent, were in the iron and steel industry; 2,538, or 3.6 per cent, were building and street laborers; and 9,504, or 13.4 per cent, were in 27 other industries. Of the 3,461 employees whose increases in wages were arranged by arbitration, 1,329, or 38.4 per cent, were in the boot and shoe industry; 1,156, or 33.4 per cent, were street railway employees; 904, or 26.1 per cent, were steam railroad employees; and 72, or 2.1 per cent, were employed in two other industries. The wages of 65 employees were reduced as a result of arbitration, the total amount of decrease being \$187.

There were but 3,461 employees, or 4.7 per cent of the total number who obtained increases at the request of employees, whose advances were arranged by arbitration in 1910. The number whose increases were ar-

Wages — Steam Railroads.

ranged by this method in 1909 was 2,158, or 11.1 per cent of the total who obtained increases at the request of employees; in 1908, 195, or 4.5 per cent of the total; and, in 1907, 6,552, or 10.2 per cent of the total.

E. INDUSTRIES AFFECTED.

The principal industries in which changes in rates of wages took place in 1910, together with the number of employees affected were: Steam railroads, 31,625; woolen and worsted goods, 31,756; building trades, 20,951; cotton goods, 14,269; street railways, 9,749; iron and steel, 9,583; telegraphs and telephones, 4,719; boots and shoes, 3,291.

(a) Steam Railroads.

Changes in wages, affecting 31,625 steam railroad employees (31,610 males and 15 females), all of which were increases, took place in 1910, the total increase aggregating \$46,925. As compared with previous years the increases in this industry were considerably larger in 1910, a fact which was due probably to efforts on the part of the employees' organizations to standardize the rates of pay. There was a comparatively large number of increases granted in 1907, 17,629 employees receiving a total increase of \$15,790, or an average of \$0.90 a week per employee. It was during the latter part of this year (1907) with traffic unprecedented in volume and the railroads taxed to the utmost capacity of their facilities, that the railroad labor organizations throughout the country planned to demand an advanced wage scale to take effect in the early part of 1908. Before negotiations had begun, however, the effect of the financial depression of 1907 became evident and the employees rather than attempt adherence to their desire for increasing wages successfully devoted their strength to overcoming the efforts of some of the railroads to reduce wages. In 1908, the Boston & Maine Railroad asked its employees to accept a temporary reduction of five per cent, and although the employees themselves were willing thus to help the company, the officials of their organizations would not permit them to accept a reduction, fearing, no doubt, that the other roads would follow the precedent. When one of the southern railroads proposed a reduction in wages, President Roosevelt threatened to institute a Federal inquiry if the road persisted in its attempt to reduce wages.

In Massachusetts only 90 steam railroad employees were granted increases in wages in 1908, the total amount of increase being \$104, or an average of \$1.16 a week per employee; while 28 employees received reductions in wages amounting to \$41, or an average of \$1.47 per employee per week. These latter employees were chiefly station agents and operators. In 1909, 135 employees were granted increases amounting to \$181, or an average of \$1.34 per employee per week.

In October, 1909, representatives of the conductors and trainmen of

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all the railroads east of Chicago and north of the Chesapeake and Ohio Railroad met in Boston and organized the Eastern Association of General Committees and adopted a standard wage scale based on the Western rates which were higher than those in the East. The wage scale adopted, follows:

The following proposition was approved November 1st, 1909, at the regular meeting of the Eastern Association of General Committees, Order of Railway Conductors and Brotherhood of Railroad Trainmen, held at Boston, Mass., October 19th to 21st, inclusive.

ARTICLE A. On runs of 155 miles per day or over, the pay of passenger conductors on steam or electric trains to be 2.75 cents ($2\frac{3}{4}$ c) per mile; baggagemen 1.75 cents ($1\frac{3}{4}$ c) per mile; flagmen and brakemen 1.65 cents ($1\frac{65}{100}$ c) per mile.

ARTICLE B. On runs of less than 155 miles per day, the pay of passenger conductors on steam or electric trains to be \$4.25 per day; baggagemen \$2.75 per day; flagmen and brakemen \$2.55 per day.

ARTICLE C. Ten hours or less, 155 miles or less, will constitute a day's work in passenger service. All over 10 hours to be paid for as overtime, and be computed from the time the men are required to report for duty and to continue until they are relieved from duty at the end of run, and will be paid for at the following rates: Conductors, 42 cents; baggagemen, 27 cents; flagmen and brakemen, 25 cents per hour. Less than 30 minutes not to be counted, 30 minutes or over to be paid for as one hour.

All regularly assigned passenger crews will be guaranteed not less than 155 miles per day for the calendar working days of the month.

ARTICLE D. Milk trains will be given the same rate of pay which applies to the branch of service in which they are classed on any line, November 1st, 1909. If not classed in either freight or passenger service, not a lesser rate of increase will be given than is given in freight service.

ARTICLE E. Reductions in crews or increase of mileage in passenger service from assignments in effect November 1st, 1909, will not be made for the purpose of offsetting these increases in wages.

ARTICLE F. Through and irregular freight service to be paid as follows: Conductors, 3.8 cents ($3\frac{8}{10}$ c) per mile; flagmen, 2.63 cents ($2\frac{63}{100}$ c) per mile; brakemen, 2.53 cents ($2\frac{53}{100}$ c) per mile; runs of 100 miles or less, either straight-away or turn-around, to be paid for as 100 miles.

ARTICLE G. Local or pick-up service to be paid as follows: Conductors, 4.5 cents ($4\frac{1}{2}$ c) per mile; flagmen, 2.8 cents ($2\frac{8}{10}$ c) per mile; brakemen, 2.7 cents ($2\frac{7}{10}$ c) per mile; 100 miles or less to be paid for as 100 miles. Where regularly assigned local crews working less than the calendar working days of the month are employed, they will be guaranteed not less than 100 miles for each calendar working day.

ARTICLE H. In all freight service, 100 miles or less, 10 hours or less, to constitute a day's work, overtime after 10 hours. On runs of over 100 miles, overtime will be paid on a basis of speed of 10 miles per hour. The working time of men to begin at time required to report for duty, and to continue until released from duty at end of run. Overtime to be paid for at the rate of 10 miles per hour for class of service performed. Less than 30 minutes not to count, 30 minutes or over to be paid for as one hour.

ARTICLE I. Work, construction or wrecking trains to be paid through freight rates, 100 miles or less, 10 hours or less, to constitute a day's work, overtime, pro rata.

ARTICLE J. The same increases as given in freight service, to be also given in mixed, mine, and all other freight service. In all classes of freight, mixed, helper

Wages — Steam Railroads.

and other, freight service, not over 10 hours will be required for a day's work. Overtime after 10 hours at pro rata rates.

ARTICLE K. The increase herein requested to apply to all rates for special or incidental services, as specified in the individual schedules.

ARTICLE L. Deadheading in freight or passenger service to be paid for at full rates for the class of service in which regularly engaged. Trainmen running with light engine, or engine and caboose, will be paid full through freight rates.

ARTICLE M. With trains of over 30 cars, exclusive of caboose, the practice of doubleheading is to be discontinued, except as hereinafter provided. Doubleheaders may be run in any district, when necessary, on account of inclement weather or to avoid running the engine light, or in moving engine to and from shops, provided the rating of the heaviest engine handling train is not exceeded. In case of an accident to any engine, consolidation may be effected with another train, and the consolidated train brought into terminal if practicable.

ARTICLE N. The Chicago standard rates of pay to govern in all yards, 10 hours or less to constitute a day's work. Overtime, pro rata.

ARTICLE O. Upon roads having a better basis for a day's work or for payment of overtime, or other rates or allowances in passenger, freight, yard, mixed, work train service, or other services, the adoption of the foregoing rates and rules not to operate as a reduction thereof.

ARTICLE P. Application of Sixteen Hour Law.

SECTION 1. Employees in train service will not be considered as tied up under the law until the actual hours in service, provided by the law, have been consumed, and when so tied up, will be paid time or mileage for the trip to tie-up point as per schedules; otherwise, the provisions of schedules and agreements at present in effect relating to tie-ups releases and continuous time will govern.

SECTION 2. Employees in train service tied up on the road in accordance with the law shall be considered on duty and under pay immediately upon the expiration of the rest period fixed by the law under which they are tied up.

SECTION 3. Employees in train service tied up on the road in accordance with the law shall be considered as having commenced a new trip when again going on duty, and shall be paid regular schedule allowances for such trip, the same as if such trip had been started from an established terminal.

SECTION 4. Employees in train service, deadheading or being towed into terminal after the expiration of the hours of service provided by law, shall be paid as though they had been in continuous service on the entire trip.

SECTION 5. Employees in train service tied up, in obedience to law, will not be required to watch or care for engines, or perform other duties during the time tied up.

SECTION 6. Yardmen in yard service, relieved from service as required by law, will resume duty at the expiration of the rest period fixed by law, and their compensation will begin at the hour they would have been required to go to work if they had not been held from duty in accordance with law.

SECTION 7. Nothing in these proposals will be construed to change existing schedules or agreements, except as they are herein specifically amended.

J. E. OLDFIELD, *Chairman*,
T. J. COURTENAY, *Secretary*,
J. T. DOWNEY,
J. B. CONDON,
J. L. ROWE,
W. J. WELSH,

Executive Committee.

Wages — Steam Railroads.

On January 3, 1910, the managing officers of the eastern railroads were simultaneously served with a formal demand for the new wage schedule. An answer was requested on or before January 20 with the suggestion that the railroads facilitate negotiation by dealing jointly with the organization leaders.

Instead of following the precedent established by the Chicago General Managers' Association in dealing collectively with the committees of the labor organizations, the railroads decided to negotiate with their own employees independently, to refuse the proposed wage scale, and to make the best compromise possible. When the officials met the committees, there appeared to be no disagreement on the question of the necessity of a revision of the wage schedule to meet new conditions, the only difference of opinion being as to the amount of the increases.

Very little was accomplished at these meetings and early in February the organizations of conductors and trainmen determined to make its first attack upon the Baltimore & Ohio Railroad. Affairs reached a critical state; efforts to compromise were fruitless; a strike vote was taken; and a conflict seemed inevitable. Upon the suggestion of President Willard of the Baltimore & Ohio Railroad who had just assumed office, the labor officials agreed to the request of the railroad that Chairman Knapp of the Interstate Commerce Commission and Commissioner Neill of the Bureau of Labor, adjust the differences under authority of the Erdman Act. After a series of hearings the following award was given, which was a distinct victory for the men:

INTERSTATE COMMERCE COMMISSION.**WASHINGTON.**

BALTIMORE, Md., March 11, 1910.

Mr. G. L. POTTER,

*Third Vice-president and General Manager,**B. & O. R.R., Baltimore, Md.*

DEAR SIR: Referring to the controversy growing out of the requests submitted to your company by representatives of your conductors and trainmen (and which are embraced in 14 articles lettered from A to P, inclusive), we have now had repeated conferences with representatives of both parties to the controversy, lasting over a week, and we believe that an agreement can be reached upon the basis of the propositions given below; and that these propositions are the only basis upon which an amicable settlement can be reached. We therefore offer the following as a settlement of the controversy in question and strongly recommend that you agree to the same.

A. Conductors,	\$2.60 to \$2.68
Baggagemen,	1.38 to 1.55
Baggagemen handling express,	1.53 to 1.65
Brakemen,	1.33 to 1.50
Specified trip and monthly rates for each of the above classes to carry corresponding per cent of increase.	

Wages — Steam Railroads.

- B. Conductors (monthly minimum), [\$120.00 to] \$125.00
 Baggage-men (monthly minimum), [67.00 to] 75.00
 Baggage-men handling express (monthly minimum), . . [71.00 to] 79.00
 Brakemen (monthly minimum), [64.00 to] 70.00
 Specified trip and monthly rates for each of above classes to carry corresponding per cent of increase.
- C. Overtime to be paid on the basis of twenty miles per hour at the rate of 42c for conductors, 25c for baggage-men, and 23c for flagmen and brakemen. Overtime to be computed for each part of the run separately. Time to begin at schedule leaving time of train, or if men are called, at the time called to leave, and to end when relieved of train.
- D. To be eliminated.
- E. Rule asked for to be conceded by company.
- F. Conductors, 3.465 to 3.63
 Flagmen, 2.42 to 2.525
 Brakemen, 2.31 to 2.42
 Specified runs in through freight (pp. 5, O. R. C. & 6 B. R. T. schedules) to carry same percentage of increase for each class as above. Overtime pro rata.
- G. Conductors, 3.90 to 3.975
 Flagmen, 2.80 to 2.80
 Brakemen, 2.70 to 2.70
 Conductors, flagmen, and brakemen on specified runs in local or pick-up service to have same per cent of increase as given these classes in through and irregular freight service.
- H. Company to concede requests that "100 miles or less, 10 hours or less" shall constitute a day's work in freight service, thus abrogating the fifty mile or five hours clause in rule 16 of conductor's schedule and rule 32 in trainmen's schedule; and the working time of men to begin at time required to report for duty and to continue until released from duty at end of run.
- I. }
 J. } To follow F carrying same per cent of increase for corresponding occupa-
 K. } tions.
- L. To be withdrawn by men, leaving the present practice unchanged.
- M. Consideration to be postponed, B. & O. agreeing to go into joint conference with other roads on this proposition if such conference can be brought about, and B. & O. to propose to other roads that matter be taken up in joint conference for all roads alike.
- N. The present grouping of yards on page 20 of the Trainmen's Schedule of February 1, 1907, to be changed by adding Cleveland and Sandusky to the Pittsburg group, and this group to carry the present Chicago rate for each class; the group next above to carry a rate for each class one cent per hour less than the Chicago rate; the remaining group to carry a rate for each class two cents per hour less than the Chicago rate.

Wages — Steam Railroads.

- O. This agreement not to operate to reduce any rates that may be now higher than those above agreed upon.
- P. The "Chicago agreement" to govern the application of the Sixteen Hour Law.

The agreement proposed under article "H" not to be construed to change specified runs now in schedules; nor to prevent agreements by the general chairman, together with the local committee, for exceptions to the rule where cases may arise.

Respectfully

(Signed) MARTIN A. KNAPP,
Chairman, Interstate Commerce Commission.

(Signed) CHAS. P. NEILL,
Commissioner of Labor.

The above proposals accepted by the

BALTIMORE & OHIO RAILROAD COMPANY.

(Signed) G. L. POTTER,
Third Vice-president.

The following table shows the old rates, the rates demanded by the employees' organizations, the rates awarded, and the percentage increase of the new over the old rates:

CLASSIFICATION.	RATES OF WAGES — A MILE.			
	Prior to January, 1910	Demanded by Employees	Awarded by Board of Arbitration	Percentage Increase of the New over the Old Rates
Conductors, passenger,	\$0.0260	\$0.0275	\$0.0268	0.03
Conductors, through and irregular freight, . . . . .	.03465	.0380	.0363	0.05
Conductors, local or pick-up freight, . . . . .	.039	.045	.03975	0.02
Baggagemen, . . . . .	.0138	.0175	.0155	0.12
Baggagemen, handling express, . . . . .	.0153	.0175	.0165	0.08
Brakemen, passenger, . . . . .	.0133	.0165	.0150	0.13
Brakemen, through and irregular freight, . . . . .	.0231	.0253	.0242	0.05
Brakemen, local or pick-up freight, . . . . .	.027	.027	.027	-
Flagmen, . . . . .	.0242	.0263	.02525	0.04
Flagmen, local or pick-up freight, . . . . .	.028	.028	.028	-

While the Baltimore & Ohio negotiations were in progress the relations between the New York, New Haven & Hartford Railroad and its trainmen were considerably strained. The company had given its final refusal to the demands of the trainmen and a strike vote taken by the union empowered its officers to go to any extreme to force the issue. When the Baltimore & Ohio award was made, the New York, New Haven & Hartford Railroad agreed to apply the same basis of rates to its own system. The following table shows the old and new rates:

Wages — Steam Railroads.

CLASSIFICATION.	RATES OF WAGES — A MILE			Minimum Miles for a Day's Work	Minimum Day's Pay
	Prior to April, 1910	Rates Demanded	Since April, 1910		
Conductors, passenger,	¹ \$0.036	\$0.0275	\$0.0268	157	\$4.20
Ticket collectors,	² .03	not covered	.0215	156	3.35
Train baggagemen,	² .024	.0175	.0155	177	2.75
Brakemen, passenger,	² .022	.0165	.015	170	2.55
Conductors, through freight, . . . . .	.0335	.038	.0363	100	3.63
Conductors, local freight, . . . . .	.0370	.045	.03975	100	3.975
Flagmen, through, . . . . .	.0245	.0263	.02525	100	2.525
Flagmen, local, . . . . .	.0275	.028	.028	100	2.80
Brakemen, through, . . . . .	.0235	.0253	.0242	100	2.42
Brakemen, local, . . . . .	.0265	.027	.027	100	2.70

¹ One hundred miles constituted a day's work and over-mileage was paid for at the rate of one cent a mile.

² One hundred miles constituted a day's work and over-mileage was paid for at the rate of one-half cent a mile.

The base rate per mile for through and local passenger conductors and brakemen is the same, both in the old schedule and the present one, the difference in men's pay being on account of the mileage and overtime. For example, a conductor running from New York to New Haven and return, a distance of about 146 miles, inside of 10 hours would, under the present schedule, receive a day's pay of \$4.20, the mileage being less than the minimum of 157. Previous to April, 1910, for the same run in the same hours, he would have received \$3.60 for the first 100 miles and 50 cents for the additional miles, or a total of \$4.10. A conductor running from New York to Boston, a distance of about 233 miles, under the old schedule would receive \$3.60 for the base day of 100 miles, and 140 excess miles at one cent a mile, or \$5 for the day's work, whereas under the present schedule he receives \$0.0268 a mile, which for 233 miles amounts to \$6.25.

Shortly after this increase was granted by the New York, New Haven & Hartford Railroad, the Boston & Maine Railroad concluded negotiations with the labor organizations and adopted the same wage schedule. The rates for freight service on the Boston & Maine show a greater percentage of increase, as formerly the rates were lower than those of the New York, New Haven & Hartford Railroad.

About this time the committees on the New York Central & Hudson River Railroad were also making efforts to secure the Eastern Association standard rates, but after the Baltimore & Ohio schedule was adopted by the New York, New Haven & Hartford Railroad and the Boston & Maine Railroad, the committees withdrew their demands and asked for the Baltimore & Ohio schedule. The New York Central management contended that the Baltimore & Ohio schedule was inapplicable to conditions on its road and therefore refused the request. Several proposals for arbitration were suggested by the officials of the New York Central and were refused by the employees' leaders. Finally President Brown of the New York Central proposed the selection of a committee of arbitration, to consist of Mr. E. E. Clark of the Interstate Commerce Commission and Mr. P. H.

Wages — Steam Railroads.

Morrissey, President of the American Railroad Employees' and Investors' Association. Mr. Clark was for many years grand chief conductor of the Order of Railway Conductors, having resigned when appointed to the Interstate Commerce Commission and Mr. Morrissey was for many years grand master of the Brotherhood of Railroad Trainmen.

The award of the board was identical with the Baltimore & Ohio schedules for local passenger, through freight, and yard service, but in through passenger service the company gained an important advantage in a lower mileage rate in the long runs on the level four-track lines between New York and Buffalo. The following table shows the old rates, the rates demanded, the rates awarded by the board of arbitration, and the percentage of increase of the new over the old rates:

CLASSIFICATION.	RATES OF WAGES — A MILE			Percentage Increase of the New over the Old Rates
	Prior to January, 1910	Demanded by Employees	Awarded by Board of Arbitration	
Conductors, through passenger,	\$0.0225	\$0.0275	\$0.0268	19.1
Conductors, local passenger, . . . . .	.0384	.0425	.0420	9.4
Conductors, through freight, . . . . .	.0315	.0380	.0363	15.2
Conductors, local freight, . . . . .	.0340	.0405	.03975	16.9
Brakemen, through passenger, . . . . .	.0120	.0165	.0150	25.0
Brakemen, local passenger, . . . . .	.0200	.0255	.0255	27.5
Brakemen, through freight, . . . . .	.0215	.0253	.0242	12.6
Brakemen, local freight, . . . . .	.0240	.0270	.0270	12.5
Baggagemen, through passenger, . . . . .	.0130	.0175	.0155	19.2
Baggagemen, local passenger, . . . . .	.0220	.0275	.0275	25.0
Flagmen, through passenger, . . . . .	.0120	.0165	.01525	27.1
Flagmen, local passenger, . . . . .	.0200	.0255	.0255	27.5
Flagmen, through freight, . . . . .	.0215	.0263	.02525	17.4
Flagmen, local freight, . . . . .	.0240	.0280	.0280	16.6
YARD EMPLOYEES.¹				
<i>Important Yards:</i>				
Conductors, day,	29	38	37	27.6
Conductors, night,	30	40	39	30.0
Brakemen, day,	24	35	34	41.7
Brakemen, night,	25	37	36	44.0
<i>Small Yards:</i>				
Conductors, day,	26	36	35	34.6
Conductors, night,	27	38	37	37.0
Brakemen, day,	23	33	32	39.1
Brakemen, night,	24	35	34	41.7

¹ Rates are given in cents per hour.

These rates were of course applicable to the Boston & Albany Railroad, which is leased by the New York Central. Similar schedules were adopted on other railroads outside of Massachusetts, including the Lackawanna, Delaware & Hudson, Pennsylvania, and Erie railroads.

The wages on the Central Vermont Railway, which is owned and operated by the Grand Trunk, were increased to take effect January 1, 1912, after a somewhat prolonged strike brought to an end through the intervention of the Canadian Minister of Labour. The controversy over the standardization of rules and rates of wages reached an acute stage in March and became the subject of investigation in accordance with the Canadian Industrial Disputes Investigation Act. The Board of Investi-

Wages — Steam Railroads.

gation recommended the immediate standardization of the rules, also that the wages should be brought up to the standard paid by the other companies by two steps, the first of which would give the men at once about five-eighths of the difference between the existing scale and the standard, the remaining three-eighths to be given later on. The award of the board was declined by the general committee of the employees' organizations. Negotiations were then carried on between the two parties, the railroad contending that "if there is a standardization of wages there must be standardization of earnings," and asserted that upon this basis it was impossible for the Grand Trunk Railway Company, out of its present earnings, to pay the same rates of wages as had been granted on the most prosperous railroad systems of the Eastern States. The company proposed an increase in the rates of pay equivalent to that recommended by the board and offered to standardize the rates of wages within two years, and if such concessions were not satisfactory, the management offered to submit the whole question to a board of arbitration, composed of experienced railway men, with the obligation that the employees as well as the company abide by the result of such arbitration. The General Committee replied that they were "not willing to assume the responsibility of disposing of the question at issue [on such a basis] without securing a further expression of desire from the employees of the line," and they considered that the question of standardization of wages and rules had been sufficiently arbitrated already on the Baltimore & Ohio Railroad. In the course of subsequent negotiations further proposals were made by both the company and the employees concerned, none of which were acceptable to both parties. In the meantime, a vote had been taken of employees in the train and yard service which showed that the men were almost unanimously in favor of striking in case their terms were not met by the company. On July 18, some 2,500 conductors, trainmen, and yardmen in Canada and 1,500 in the United States struck.

The men were legally justified in striking, as the acceptance of the award was not compulsory. After the apparently fruitless outcome of three months of investigation, the Minister of Labour, the Honorable W. L. Mackenzie King, continued his efforts to bring the two parties in the dispute to an understanding. The proposal of the Canadian Government that both sides should agree to submit the matter to arbitration and abide by the results, was, after some delay, accepted by the men but rejected by the company. As a consequence, however, of the personal intervention of the Minister of Labour and the Minister of Militia and Defense, the Honorable Sir Frederick Borden, a settlement was finally effected. The men accepted the wages which the company had granted (to take effect from July 1, 1910) as the equivalent of the award by the Board, and the company agreed to put into effect the standardization of the rules a year

Wages — Woolen and Worsted Goods.

earlier, namely, instead of on January 1, 1913, on January 1, 1912, on which date the rates of wages will also be standardized.

The wages of the employees of the Boston, Revere Beach and Lynn Railroad were increased by voluntary action on the part of the management without solicitation by the employees.

As before stated, there were 31,625 steam railroad employees who received increases in rates of wages in 1910 amounting to \$46,925 a week, or an average of \$1.48 a week per employee. These figures are for the five railroads. — The Boston & Albany, Boston & Maine, Boston, Revere Beach & Lynn (narrow gauge), Central Vermont, and New York, New Haven & Hartford, and cover only those employees who were employed within the Commonwealth of Massachusetts. As stated on page 8 of this report, no recognition of earnings has been taken in compiling this report and the amount of increase in the case of the train and yard service is therefore computed from the guaranteed daily rates, without taking into consideration the actual earnings. In order to illustrate how the guaranteed daily rates may vary from the actual daily earnings attention is called to the text statement following the table showing the rates of wages paid by the New York, New Haven & Hartford Railroad Company on page 25.¹

(b) Woolen and Worsted Goods.

During the year 1910 the changes in wages affected 31,756 employees (18,941 males and 12,815 females), or 21.73 per cent of the total number for all industries. Of this number 31,701 received increases amounting to \$1,150, or an average of \$0.04 a week per employee, and 55 sustained decreases amounting to \$39, or an average of \$0.71 a week per employee. In 1909 increases affecting 65 employees and amounting to \$48 a week took place; in 1908, 3,886 employees sustained decreases amounting to \$2,428 a week; and, in 1907, 10,881 employees received increases amounting to \$6,607 a week.

It will be noted that the average increase per employee in 1910 was but four cents a week. This small amount was due to the fact that while increases in rates were granted in the case of 30,707 employees (18,238 males and 12,469 females), or 96.9 per cent of the woolen and worsted goods operatives, reductions in their weekly hours, due to the 56-hour law, were made at the same time, which resulted in making the *weekly* earnings of these employees the same after the increase as before. There were also in this industry 29 employees (4 males and 25 females) whose rates were changed in order that their weekly earnings might remain the same, and who actually profited by the adjustment to the extent of \$18 a week, or an average of 62 cents a week for each employee affected.

¹ For tables showing the rates of wages of steam railroad employees, see Report on Prevailing Time-Rates of Wages and Hours of Labor, pages 52-61.

Wages — Woolen and Worsted Goods.

Excluding those operatives who received increase in rates as a result of the taking effect of the 56-hour law, there were 994 other wage-earners in this industry who received increases amounting to \$1,150, or an average of \$1.16 a week for each employee. In 1909 the average weekly increase for each employee affected was \$0.74; in 1908 a decrease of \$0.62; and, in 1907, an increase of \$0.61.

The wages of 314 operatives (288 males and 26 females), or 1.0 per cent, were increased at their own request, while 31,387 (18,644 males and 12,743 females) received voluntary increases. Of these latter, 30,667 (18,211 males and 12,456 females) had their rates of wages increased so as to make their weekly earnings the same under the 56-hour week as under the 58-hour week. For the same reason there were 40 employees (27 males and 13 females) who had their rates increased upon request. There were 31 employees who were granted increases in rates voluntarily who were later granted increases in wages amounting to \$35.55 per week. The average amount of increase for each of the remaining 274 employees, granted actual increases at their own request, was \$1.71 a week, while the average for each of the remaining 720 employees (429 males and 291 females) granted actual increases by voluntary action on the part of the employer was \$0.90 a week.

During the four years 1907–1910, 1.95 per cent of the employees in this industry who received increases obtained their advances as a result of their own request as compared with 98.05 per cent who received increases by the voluntary action on the part of the employer. This unusually large proportion of voluntary increases in this industry is explained by the fact that in 1910, 30,667 employees were granted increases in rates of wages when the 56-hour law went into effect, so as to make the weekly earnings of the operatives the same as under the 58-hour week.

The average weekly increase for each employee affected by changes made as a result of their own request was \$1.50 for the year 1910, as compared with an average of \$0.02 a week for increase granted voluntarily by employer. In 1909 the average weekly increase made as a result of the request of the employees was \$0.74, and there were no voluntary increases. In 1908 all the employees whose wages were changed sustained decreases, and, in 1907, the average weekly increase was \$0.77 as compared with \$0.60.

The 44 woolen and worsted goods operatives whose increases in rates of wages were enforced by means of strike during 1910 formed 14.0 per cent of the total number whose increases were granted as a result of requests made by the employees as compared with 43.1 per cent in 1909; none in 1908; and 12.8 per cent in 1907. The average weekly increase for each employee granted increase after strike, in 1910, was \$0.88 as compared with an average of \$1.60 a week for each employee granted increase without strike.

Wages — Building Trades.

Of the 314 operatives who received increases in wages upon their own request, 30, or 9.6 per cent, secured increases, averaging \$1.20 a week for each employee, with the aid of labor organizations, while 284 (258 males and 26 females) obtained increases averaging \$1.53 a week for each employee without such aid. There were no increases arranged as a result of arbitration, all being granted by direct negotiation between the employers and employees or their representatives.

(c) Building Trades.

During the year 1910 the changes in this industry affected 20,951 employees, or 14.3 per cent of the total number in all industries, as compared with 9,715, or 42.7 per cent, in 1909; 993, or one per cent, in 1908; and 14,220, or 8.5 per cent, in 1907. All of these employees in 1910 received increases amounting to \$28,231 a week, while, in 1909, 9,715 received increases amounting to \$6,870 and 108 of the same employees received decreases amounting to \$130; in 1908, 981 received increases amounting to \$1,597 and 12 received decreases amounting to \$14; and, in 1907, 14,220 received increases amounting to \$21,073 and none received decreases. The average net changes in weekly wages for each employee affected in the four years 1907-1910 were + \$1.35 in 1910, + \$0.69 in 1909, + \$1.59 in 1908, and + \$1.48 in 1907.

The wages of 20,922 employees, or 99.9 per cent of all the workmen who received increases in this industry, in 1910, were increased at the request of employees, while increases in the wages of only 29 employees were granted voluntarily by employers. The average amount of increase for each employee granted increases upon their own request was \$1.35 a week, while the average for each employee granted increases by voluntary action on the part of employers was \$1.55 a week.

During the four years, 1907-1910, 99.5 per cent of the employees in this industry who received increases obtained their advance as a result of their own request as compared with 0.5 per cent who received increases by the voluntary action on the part of the employers. The average weekly increase for each employee affected by changes made as a result of their own request was \$1.35 for the year 1910 as compared with an average of \$1.55 a week for increase granted voluntarily by employers. In 1909 the increase was \$0.68 as compared with \$2.24; in 1908 it was \$1.63, made as a result of the request of the employees, as there were no voluntary changes; and, in 1907, it was \$1.48 as compared with \$2.70.

The 2,233 workmen in this industry whose increases in rates of wages were preceded by strike during 1910 formed 10.7 per cent of the total number whose increases were granted as a result of requests made by the employees as compared with 17.8 per cent in 1909, 26.6 per cent in 1908, and 1.3 per cent in 1907. The average amount of increase a

Wages—Cotton Goods.

week for each employee granted increases, in 1910, after strike was \$1.45 as compared with an average of \$1.33 a week for each employee granted increases without strike.

The number of employees who received increases in wages in 1910 through the aid of labor organizations was 20,892, or 99.9 per cent of all the employees whose advances were arranged as a result of requests made by the employees. The average amount of increase a week for each employee granted increases with the aid of labor organizations was \$1.35 as compared with an average of \$0.14 a week for each employee granted increases without such assistance.

The proportion of building trades workmen whose increases in 1910 were arranged by direct negotiations between employers and employees or their representatives was 99.8 per cent; the increases for the remainder, 0.2 per cent, were arranged by arbitration.

The principal occupations affected by increases in wages in this industry in 1910 were 12,972 carpenters who received a total increase of \$14,488 a week; 3,059 painters, decorators, and paperhangers who received a total increase of \$4,486; and 2,501 bricklayers, masons, and plasterers who received increases amounting to \$4,377.

(d) Cotton Goods.

Changes in wages in the cotton goods industry during the year 1910 affected 14,544 employees (8,260 males and 6,284 females), or 10 per cent of the total number for all industries as compared with 4,955, or 21.8 per cent in 1909; 83,403, or 82.3 per cent in 1908; and 97,220, or 58.3 per cent, in 1907.

The greater part of the changes made in the wages of cotton mill operatives in 1910 was due to the readjustment of rates resulting from the operation of the 56-hour law. The *weekly earnings* of 13,419 of those operatives (7,534 males and 5,885 females) who received increases in this industry and four who received decreases show no change, but their *hourly rates* were changed so as to enable them to earn as much for a work week of 56 hours as they formerly received for 58 hours.

Of the 14,544 operatives whose wages were changed in 1910, 14,269 (8,099 males and 6,170 females) received increases amounting to \$519 a week, or an average of \$0.04 a week for each operative, and 275 (161 males and 114 females) sustained decreases in their weekly wages amounting to \$58, or an average of \$0.21 a week for each employee. Excluding those operatives whose wages were readjusted when the 56-hour law went into effect and who received no change in their weekly earnings, there were 850 cotton mill operatives (565 males and 285 females) who received increases amounting to \$519, or an average of \$0.61 a week for each employee. In 1909, 4,955 operatives received increases amounting to

Wages — Cotton Goods.

\$2,402 a week; no increases in the wages of cotton mill operatives were reported as having been granted during the year 1908, but the wages of 83,403 employees were reduced, the total reduction aggregating \$89,973 a week; 97,220 employees received increases in wages aggregating \$70,616 a week in 1907.

The wages of 412 operatives (327 males and 85 females), or 2.9 per cent, were increased at their own request in 1910, while 13,857 operatives (7,772 males and 6,085 females) received voluntary increases. Of these latter, 13,292 (7,448 males and 5,844 females) had their rates of wages increased so as to make their weekly earnings the same under the 56-hour week as under the 58-hour week. The average amount of increase for each employee granted increases at request of employees was \$0.43 a week, while the average for each of the 565 employees granted increase by voluntary action on the part of the employer was \$0.61 a week.

During the four years 1907–1910, 21.5 per cent of the employees in this industry who received increases obtained their advance as a result of their own request as compared with 60.7 per cent who received increases by the voluntary action on the part of the employer and 17.8 as result of sliding scale. The average weekly increase in 1910 for each employee affected by change made as a result of their own request was \$0.43 as compared with an average of \$0.02 a week for increase granted voluntarily by employer. In 1909 it was \$0.49 as compared with \$0.46; in 1908 there were no increases; and, in 1907, it was \$0.80 as compared with \$0.64 and \$0.89 as the result of the sliding scale.

The 171 cotton operatives (127 males and 44 females) whose increases in rates of wages were enforced by means of strike during 1910 formed 41.5 per cent of the total number whose increases were granted as a result of requests made by the employees as compared with 76.9 per cent in 1909; none in 1908; and 4.4 per cent in 1907. The average amount of increase a week for each employee granted increase after strike was \$0.62 as compared with an average of \$0.30 a week for each employee granted increase without strike.

Of the 412 operatives who received increases in wages upon their own request, 127, or 30.8 per cent, secured increases averaging \$0.60 a week for each employee with the aid of labor organizations, while 285 obtained increases averaging \$0.36 a week for each employee without such aid. All the changes in rates of wages granted to operatives in this industry in 1910 were arranged by direct negotiations between employers and employees or their representatives.

Wages — Street Railways.*(e) Street Railways.*

During the year 1910 changes in wages affecting 9,749 street railway employees, or 6.7 per cent of the total number for all industries, were reported, as compared with 1,735, or 7.6 per cent, in 1909; 341, or 0.3 per cent, in 1908; and 920, or 0.6 per cent, in 1907. Of the 9,749 employees whose wages were changed in 1910, 9,745 received increases amounting to \$7,530 a week, while four sustained decreases in their wages amounting to \$3 a week; in 1909 the changes in wages affected 1,735 employees, resulting in an increase of \$1,172 in their weekly wages; in 1908, 341 received increases amounting to \$208; and, in 1907, 920 received increases amounting to \$830 a week. The average net changes in wages per week for each street railway employee in the four years 1907–1910 were + \$0.77 in 1910, + \$0.68 in 1909, + \$0.61 in 1908, and + \$0.90 in 1907.

The wages of 4,198 employees, or 43.1 per cent of all the street railway employees reported as having received increases in 1910, were increased voluntarily by employers, while increases in the wages of 5,547 were granted at the request of employees. The average amount of increase in wages for each employee granted increase by voluntary action on the part of the employer was \$0.50 a week as compared with an average of \$0.99 a week for each employee granted increase at request of employees.

During the four years 1907–1910, 61.8 per cent of the employees in this industry who received increases obtained their advances as a result of their own request as compared with 38.2 per cent who received increases by voluntary action on the part of the employer. The average weekly increase for each employee affected by changes made as a result of their own request was \$0.99 for the year 1910 as compared with an average of \$0.49 a week for increase granted voluntarily by employer. In 1909 it was \$0.62 as compared with \$1.08; in 1908 it was \$0.61 granted as a result of the request of the employees as there were no voluntary increases; and, in 1907, it was \$1.21 as compared with \$0.60.

All the increases in wages obtained by the street railway employees in 1910 were gained without recourse to strike. The 4,889 employees whose increases in rates were arranged through the aid of labor organizations represented 88.1 per cent of the total number whose increases were granted as a result of requests made by the employees in this industry. The average amount of increase a week for each employee granted increases with the aid of labor organizations was 0.99, as compared with an average of \$1.02 a week for each employee granted increases without such assistance.

The percentage of street railway employees whose increase in rates during 1910 were awarded by arbitration boards was 20.8 per cent, while the increases for the remaining 79.2 per cent of employees were

Wages — Iron and Steel Manufactures.

arranged by direct negotiations between employers and employees or their representatives.

Of the 9,745 street railway employees who were granted increases in wages in 1910, 8,357 were conductors and motormen who received a total increase of \$6,525 a week; 199 pitmen who received a total weekly increase of \$140; and 143 brakemen who received a total increase of \$50.

(f) Iron and Steel Manufactures.

Changes in wages in the iron and steel industry during the year 1910 affected 9,583 employees (8,632 males and 951 females), or 6.6 per cent of the total number in all industries, as compared with 112, or 0.5 per cent in 1909; 448, or 0.4 per cent in 1908; and 3,759, or 2.3 per cent in 1907. All of these employees in 1910 received increases amounting to \$7,223 a week; in 1909, 112 received increases amounting to \$235; in 1908, 448 employees received increases amounting to \$760; and, in 1907, 3,561 received increases amounting to \$3,258, while 198 sustained decreases amounting to \$322 a week. The average net changes in wages per employee per week for each of the four years were +\$0.75 in 1910, +\$2.10 in 1909, +\$1.70 in 1908, and +\$0.91 in 1907.

The wages of 6,275 employees (5,359 males and 916 females), or 65.5 per cent of all the wage-earners who were benefited by increases in this industry in 1910, were increased voluntarily by employers, while increases in the wages of 3,308 were granted at the request of employees. The average amount of increase in wages for each employee granted voluntary increase was \$0.66 a week, while the average for each employee granted increase at the request of employees was \$0.94 a week.

During the four years, 1907-1910, 37.4 per cent of the employees in this industry who received increases obtained their advance as a result of their own request as compared with 62.6 per cent who received increases by the voluntary action on the part of the employer.

The average weekly increase for each employee affected by change made as a result of their own request was \$0.94 for the year 1910 as compared with an average of \$0.66 a week increase granted voluntarily by employer. In 1909 it was \$2.03 as compared with \$2.22; in 1908 it was \$1.72 as compared with \$1.14; and, in 1907, it was \$1.19 as compared with \$0.75.

The 144 employees in this industry whose increases in wages were gained by strike during 1910 represented but 4.4 per cent of the total number whose increases were gained as a result of requests made by the employees as compared with none in 1909, none in 1908, and 17.58 per cent in 1907. The average amount of increase a week for each employee granted increase after strike was \$1.61 as compared with an average of \$0.91 a week for each employee granted increase without strike.

Wages — Telegraphs and Telephones.

The number of employees who received increases in wages in 1910 through the aid of labor organizations was 1,975 (1,940 males and 35 females), or 59.7 per cent of all those whose increases resulted from requests made by the employees in this industry. The average amount of increase for each employee granted increase with the aid of labor organizations was \$1.37 a week as compared with an average of \$0.30 a week for each employee granted increase without such assistance. All the changes in wages gained by employees in this industry during 1910 were arranged by direct negotiations between employers and employees or their representatives.

Numerically considered the principal occupations benefited by increases in wages were 3,368 steel and wire workers who received a total weekly increase of \$2,223; 2,650 machinists who received a total increase of \$1,998; and 745 iron molders who received a total increase of \$953.

(g) Telegraphs and Telephones.

All of the changes in wages reported during the year 1910 in this industry showed increases and benefited 4,719 employees (4,699 males and 20 females), or 3.2 per cent of the total number whose wages were affected in all industries. No changes in wages were reported as having been granted during 1909 or 1908. In 1907, however, 554 commercial telegraphers received increases in wages amounting to \$808 a week, or an average of \$1.46 a week for each employee.

The increases in wages granted to the employees in 1910 were all granted by voluntary action on the part of employers and amounted to \$2,903 a week, or an average of \$0.62 a week for each employee.

During the four years, 1907–1910, 0.2 per cent of the employees in this industry who received increases obtained their advances as a result of their own request as compared with 99.8 per cent who received increases by the voluntary action on the part of the employer. The average weekly increase for each employee affected by change made voluntarily by employer was \$0.62 a week for the year 1910, no change being reported as a result of the request of the employees. For the years 1909 and 1908 no changes were reported, and for 1907 it was \$1.45 as compared with \$2.00.

Of the 4,719 employees in this industry who were benefited by increases in wages in 1910, 2,902 were operators who received a total increase of \$1,725 a week; 710 were linemen, combination men, and test-men who received a total increase of \$413; and 305 were repairmen who received a total weekly increase of \$128.

Wages — Boots and Shoes.*(h) Boots and Shoes.*

There were 3,291 shoe workers (2,650 males and 641 females),¹ or 2.3 per cent of the total number of employees for all industries, whose wages were changed during the year 1910 as compared with 629, or 2.8 per cent, in 1909; 789, or 0.8 per cent, in 1908; and 1,876, or 1.1 per cent, in 1907. Of these 3,291 shoe workers in 1910, 3,221 received increases in their weekly wages amounting to \$4,019, while 70 sustained decreases amounting to \$192; in 1909 the changes in wages affected 629 employees, resulting in an increase of \$1,274 a week in their wages; in 1908, 774 received increases amounting to \$1,765 and 15 sustained decreases amounting to \$30 a week; while, in 1907, 1,876 employees received a total weekly increase of \$2,449. In this industry the average net changes in weekly wages per employee for each of the four years under comparison were +\$1.16 in 1910, +\$2.03 in 1909, +\$2.20 in 1908, and +\$1.31 in 1907.

The wages of 891 shoe workers (321 males and 570 females), or 27.7 per cent of all the employees who received increase in this industry in 1910, were increased voluntarily by employers, while increases in the wages of 2,330 (2,259 males and 71 females) were granted at the request of employees. The average amount of increase in wages for each of the 891 workmen granted voluntary increase unsolicited by employees was \$0.12, while the average for each of the 2,330 employees granted increases upon their own request was \$1.68. Of this latter number 36 employees (nine males and 27 females) were granted increases in hourly rates to make their weekly wages the same when their weekly hours were reduced. During the four years, 1907–1910, 85.8 per cent of the employees in this industry who received increases obtained their advances as a result of their own request as compared with 14.2 per cent who received increases by the voluntary action on the part of the employers. The average weekly increases for each employee affected by changes made as a result of their own request was \$1.68 for the year 1910 as compared with an average of \$0.12 a week for increases granted voluntarily by employers: In 1909 it was \$2.02 as compared with \$2.14; in 1908 it was \$2.28; and, in 1907, it was \$1.31, both obtained as a result of the requests of the employees as no voluntary increases were granted in either of these years. Of all the wage-earners who were granted increases at request of employees, 284 (270 males and 14 females), or 12.2 per cent, were forced to strike in order to gain their demands; the corresponding percentage in 1909 was 40.3; 2.1 per cent in 1908; and 0.8 per cent in 1907. The average amount of increase a week for each employee granted increase after strike

¹ Does not include a large number of changes in piece-prices for making particular classes of goods, known to have but a small effect on weekly earnings, or the exact amount of which could not be computed.

Wages — Localities Affected.

in 1910 was \$2.12 as compared with an average of \$1.62 a week for each employee granted increase without strike.

Through the aid of labor organizations increases in wages were granted to 2,033 employees (1,989 males and 44 females), or 87.3 per cent of all those gaining increases as result of requests made by employees during 1910. The average amount of increase a week for each employee granted increase with the aid of labor organizations was \$1.78, while the average increase for each employee granted increase without such assistance was \$0.97 a week.

The percentage of shoe workers whose increases in wages in 1910 were awarded by arbitration after their request was 57.0; increases for the remaining 43.0 per cent of the employees were arranged by direct negotiations between employers and employees or their representatives. Wages of 65 shoe workers, or 92.9 per cent of the total number whose wages were reduced, were decreased as the result of arbitration.

F. LOCALITIES AFFECTED.

During 1910, 15,916 employees in Boston were affected by changes in wages, 15,897 receiving increases and 19 sustaining reductions. Other cities in which large numbers were affected were: Lawrence, 25,246; Worcester, 8,794; Lowell, 3,418; Springfield, 3,122; Fall River, 2,952; Holyoke, 2,405; and Brockton, 2,384. During the four years, 1907–1910, there were 340,475 employees¹ who received increases in wages, and of this number, 43,715, or 12.8 per cent, were in Boston; 40,214, or 11.8 per cent, in Lawrence; 35,799, or 10.5 per cent, in Fall River; 21,827, or 6.4 per cent, in Lowell; 20,242, or 6.0 per cent, in New Bedford; 9,978, or 2.9 per cent, in Worcester; 7,052, or 2.1 per cent, in Holyoke; 5,206, or 1.5 per cent, in Salem; 5,087, or 1.5 per cent, in Springfield; 4,872, or 1.4 per cent, in Brockton; and 146,483, or 43.1 per cent, in other cities and towns.

On pages 72 to 78 will be found tables showing the number of employees receiving increases in wages in the above-named cities and towns for each of the four years, 1907–1910, classified by industries.

¹ Counting individuals as often as their wages were increased.

Hours — Introductory.

2. CHANGES IN HOURS OF LABOR.

A. INTRODUCTORY.

The 56-hour law, which took effect January 1, 1910, was the cause of the reduction in hours of a very large number of employees in 1910 and 1909. As compared with the number of employees affected by changes in wages, the number whose hours of labor were changed in 1910 was somewhat larger. It should be borne in mind that the changes recorded do not include temporary reductions in the working hours owing to changes in the condition of business, or regularly recurring seasonal alterations, as in the building and retail trades.

The changes reported in 1910 affected 154,675 employees, 154,605 of whom had their hours of labor reduced and 70 had their hours increased. The net effect of all the changes was a reduction of 345,130 hours in the weekly working time of the employees affected.

Of the employees whose hours were changed, 68,882, or 44.5 per cent, were in the cotton-goods industry; 40,560, or 26.2 per cent, in the woollen and worsted goods industry; 8,014, or 5.2 per cent, in the boot and shoe industry; 6,837, or 4.4 per cent, in the building trades; 5,958, or 3.9 per cent, in the iron and steel industry; and 24,424, or 15.8 per cent, in 30 other industries.

In the following table the total number of employees whose hours were changed is shown for each of the four years, 1907–1910, together with the total net amount of reduction in weekly hours:

YEARS.	NUMBER OF EMPLOYEES AFFECTED BY CHANGES IN HOURS OF LABOR —			Net Amount of Weekly Reduction as Compared with Each Preced- ing Year
	Which Re- sulted in Net Decreases	Which Re- sulted in Net Increases	Totals	
1907,	24,107	298	24,405	119,964
1908,	4,428	89	4,517	23,214
1909,	45,815	383	46,198	115,552
1910,	154,605	70	154,675	345,130
1907-1910,	228,955	840	229,795	603,860

The high figure for 1910 was due to the reduction in hours of 137,457 employees (67,976 males and 69,481 females) as a result of the taking effect of the 56-hour law. In 1909 there were 27,928 employees granted reductions in hours in anticipation of the 56-hour law.

The following table shows the net results of changes which occurred in each industry during each of the years, 1907–1910:

Hours — Introductory.

*Net Results of the Changes in HOURS OF LABOR during the Years, 1907-1910:
By Industries.*

INDUSTRIES.	NET AMOUNT OF DECREASE (—) OR INCREASE (+) IN THE WEEKLY HOURS OF LABOR OF THOSE AFFECTED IN —				Total Net Amount of Decrease (—) or In- crease (+) in Period 1907-1910
	1910	1909	1908	1907	
Building and Stone Working.					
Building trades,	—25,513	—22,119	—5,881	—6,084	—59,597
Building and street labor,	—2,387	—120	—1,080	—858	—4,445
Stone working,	—	—238	—45	—	—284
Clothing.					
Boots and shoes,	—18,599	+141	—15	—31,902	—50,375
Buttons, combs, etc.,	—830	—	—	—	—830
Garments,	—4,740	—677	—2,775	—948	—9,140
Hats, caps, and furs,	—1,304	—	—	—216	—1,520
Shirts, collars, and laundry,	—100	—	—	—44	—144
Gloves,	—40	—	—	—	—40
Food, Liquors, and Tobacco.					
Food products,	—752	—	—	—18,900	—19,652
Liquors,	—457	—831	—204	—870	—2,362
Tobacco,	—38	—	—	—	—38
Leather and Rubber Goods.					
Leather and leather goods,	—1,076	—	—	—	—1,076
Rubber and gutta percha goods,	—266	—1,286	—	—	—1,552
Metals, Machinery, and Shipbuilding.					
Iron and steel manufactures,	—20,514	—66	—536	—4,738	—25,854
Miscellaneous metal manufactures,	—5,812	—	—208	—8,531	—14,551
Shipbuilding,	—	—	—	—450	—450
Printing and Allied Trades.					
Printing and publishing,	—608	—17,645	—1,506	—	—19,759
Bookbinding and blankbook making,	—	—7,948	—150	—2,472	—10,570
Lithographing and engraving,	—804	—137	—	—	—941
Games, etc.,	—252	—	—	—	—252
Public Employment.					
State employees,	—	—	—3,208	—5,749	—8,957
Municipal employees,	—	—	—446	—1,272	—1,718
Restaurants and Trade.					
Hotels and restaurants,	—	—613	—	—	—613
Trade,	—1,114	—3,900	—341	—	—5,355
Textiles.					
Bleaching, dyeing, and printing,	—6,124	—	—	—	—6,124
Cotton goods,	—138,110	—50,778	—	—146	—189,034
Flax, hemp, and jute goods,	—2,290	—	—	—	—2,290
Hosiery and knit goods,	—7,780	—	—	—	—7,780
Woolen and worsted goods,	—81,047	—4,856	—	—138	—86,041
Other textiles,	—3,903	—222	—	—	—4,125
Transportation.					
Railroads,	—3,274	+1,500	—4,890	—	—6,664
Teaming,	—4,538	—	—	—5,775	—10,313
Wooden Manufactures.					
Planing-mill products,	—312	—	—	—	—312
Wood turning and carving,	—552	—4,435	—	—264	—5,251
Miscellaneous.					
Barbering,	—6,944	—530	—98	—21,085	—28,657
Chemicals,	—494	—720	—	—	—1,214
Paper and paper goods,	—3,185	—	—1,830	—1,496	—6,511
Stationary engines,	—627	—72	—	—7,676	—8,375
Theatres and music,	—420	—	—	—	—420
Water, light, and power,	—324	—	—	—350	—674
All Industries,	—345,130	—115,552	—23,214	—119,964	—603,860

Hours — Introductory.

Of the 154,605 employees (84,622 males and 69,983 females) who received reductions in hours during 1910, 137,457 (67,976 males and 69,481 females), or 88.9 per cent, received reductions as a result of the taking effect of the 56-hour law on January 1, 1910. There were 13,487 employees (13,331 males and 156 females) who received reductions at their own request, and 3,674 (3,318 males and 356 females) who received voluntary reductions. There were 12,606 employees (12,464 males and 142 females) who received reductions without strike and 881 (867 males and 14 females) who obtained decreases after strike; 11,605 employees (11,591 males and 14 females) secured reductions with the aid of labor organizations, and 1,882 (1,740 males and 142 females) received reductions without such assistance. Only 61 employees obtained decreases by arbitration. The 70 employees whose hours of labor were increased as the result of strike in which they did not have the aid of a labor organization, also received increases in rates of wages.

During 1910, 29,022 employees in Fall River received reductions in their weekly hours of labor. Other cities in which a large number of workpeople were granted reductions in hours were: Lawrence, 26,571; Lowell, 13,417; Boston, 6,144; Worcester, 5,024; and New Bedford, 4,018.

In 1910 there were 832 employees who obtained the nine-hour day and 822 employees who obtained the eight-hour day as compared with 1,091 and 5,302 in 1909, 255 and 1,093 in 1908, and 3,214 and 3,063 in 1907.

Of the 154,605 employees who received reductions in hours of labor, 69,983, or 45.3 per cent, were females. The industries in which the largest numbers of female employees received decreases in hours were: Cotton goods, 31,899, or 46.3 per cent of all employees who received decreases in this industry, woolen and worsted goods, 19,220, or 47.4 per cent; boots and shoes, 4,276, or 53.4 per cent; hosiery and knit goods, 2,705, or 72.0 per cent; garments, 2,103, or 90.6 per cent.

The changes for the four years, 1907–1910, have resulted in a net decrease in hours in each industry. Of the aggregate decrease of 603,860 hours a week, the cotton goods industry accounted for 189,034 hours, or 31.3 per cent.

Comparative figures relating to the methods by which decreases in hours have been arranged during the years 1907–1910 are given in the following table:

Hours — Changes made by Statute.

YEARS.	EMPLOYEES WHOSE DECREASE IN HOURS OF LABOR WERE ARRANGED —					
	BY VOLUNTARY ACTION OF EMPLOYERS		BY STATUTE		AT REQUEST OF EMPLOYEES	
	Number	Percent-ages	Number	Percent-ages	Number	Percent-ages
1907,	5,397	22.4	—	—	18,710	77.6
1908,	854	19.3	—	—	3,574	80.7
1909,	5,803	12.7	27,928	61.0	12,084	26.3
1910,	3,674	2.4	137,457	88.9	13,487	8.7
1907-1910,	15,728	6.9	165,385	72.2	47,855	20.9

B. VOLUNTARY CHANGES.

The hours of labor of 3,674 wage-earners (3,318 males and 356 females), or 2.4 per cent of the total number whose hours of labor were affected in 1910, were changed by voluntary action on the part of the employers without solicitation by the employees, the total reduction amounting to 17,644 hours a week. Compared with the years 1909, 1908, and 1907, when the hours of 6,133, 943, and 5,695 employees, respectively, were changed by voluntary action (13.3, 20.9, and 23.3 per cent of the total number whose hours were changed), we find that the proportion whose hours were *decreased* in this manner was 2.4 per cent in 1910 as compared with 12.7 per cent in 1909, 19.3 per cent in 1908, and 22.4 per cent in 1907. The average weekly decrease per employee was 4.8 in 1910, 4.1 in 1909, 8.4 in 1908, and 4.0 in 1907. The average weekly increase was 5.0 in 1909, 6.0 in 1908, and 8.5 in 1907.

The principal voluntary reductions in 1910 were those affecting 2,798 employees in the iron and steel industry, who were granted reductions aggregating 13,973 hours a week or an average of five hours a week per employee.

C. CHANGES MADE BY STATUTE.

The Legislature of Massachusetts in 1908 passed a law, commonly known as the 56-hour law, to take effect January 1, 1910.¹ As a result of this law, all of the manufacturing and mechanical establishments in this Commonwealth, which employed females or minors more than 56 hours a week, excepting those establishments where the employment was by seasons, reduced their hours in order to conform with the law.

¹ SECTION 48. . . . From and after the first day of January in the year nineteen hundred and ten, no child and no woman shall be employed in laboring in a manufacturing or mechanical establishment more than ten hours in any one day, except as hereinafter provided in this section, unless a different apportionment of the hours of labor is made for the sole purpose of making a shorter day's work for one day of the week; and in no case shall the hours of labor exceed fifty-six in a week, except that in any such establishment where the employment is by seasons, the number of such hours in any week may exceed fifty-six, but not fifty-eight, if the total number of such hours in any year shall not exceed an average of fifty-six hours a week for the whole year, excluding Sundays and holidays. . . .

Hours — Decreases Effected without Strike and after Strike.

Of the 165,385 employees who had their hours of labor reduced as a result of the taking effect of the 56-hour law (in 1909 and 1910) 94,271, or 57.0 per cent, were in the cotton goods industry.

D. CHANGES MADE AT REQUEST OF EMPLOYEES.*(a) General Summary.*

The hours of labor of 13,487 employees (13,331 males and 156 females), or 8.7 per cent of the total number whose hours of labor were decreased, were reduced at the request of employees in 1910. In 1909, 1908, and 1907, the percentages were 26.4, 80.7, and 77.6, respectively.

Of the 13,487 employees whose hours were reduced at their request, 6,830, or 50.6 per cent, were in the building trades industry.

In the following table are shown the percentages of wage-earners whose decreases in hours were arranged by several methods at the request of employees during the years 1907-1910:

YEARS.	EMPLOYEES WHOSE HOURS OF LABOR WERE DECREASED AT REQUEST OF EMPLOYEES						
	Total Number	PERCENTAGES					
		Without Strike	After Strike	With Aid of Labor Organiza- tions	Without Aid of Labor Organiza- tions	By Direct Negotia- tions	By Arbitra- tion
1907,	18,710	98.8	1.2	33.6	66.4	99.6	0.4
1908,	3,574	88.2	11.8	89.8	10.2	99.5	0.5
1909,	12,084	94.0	6.0	70.7	29.3	99.9	0.1
1910,	13,487	93.5	6.5	86.0	14.0	99.6	0.4
1907-1910,	47,855	95.3	4.7	62.0	38.0	99.6	0.4

(b) Decreases Effected without Strike and after Strike.

During 1910, of the total number who received reductions in hours at the request of employees, 93.5 per cent received decreases without strike, as compared with 94.0 per cent in 1909, 88.2 per cent in 1908, and 98.8 per cent in 1907.

In 1910, 12,606 employees (12,464 males and 142 females) received reductions in hours of labor without strike, the average decrease being 3.9 hours a week per employee. The employees who obtained reductions after strike numbered 881 (867 males and 14 females) and the average weekly decrease per employee was 3.1. The average weekly decreases in hours granted without strike per employee were 5.4 in 1907, 4.6 in 1908, and 3.2 in 1909, while the average decreases granted after strike were 5.6 in 1907, 4.9 in 1908, and 3.0 in 1909.

Of the 881 employees whose hours were reduced without cessation of work in 1910, 589, or 66.9 per cent, were in the building trades.

There were 70 employees (females) in the paper goods industry whose weekly hours of labor were increased, the amount of increase being 175

Hours — Changes Effected through Direct Negotiations and by Arbitration.

hours. The change was made as result of strike, the employees receiving an increase in wages at the same time.

In the foregoing statements it should be noted that no account has been taken of strikes for decreases in hours which failed or of threatened strikes which may have influenced the changes in hours made.

(c) The Effect of Labor Organizations.

Of the 13,487 wage-earners whose hours of labor were reduced at the request of employees in 1910, 11,605 (11,591 males and 14 females), or 86.0 per cent, obtained decreases through the aid of labor organizations, while but 1,882 (1,740 males and 142 females) received reductions without such assistance. The proportion of wage-earners who received reductions through the aid of labor organizations was slightly below that in 1908 but was larger than in 1909 and 1907, when the percentages were 89.8, 70.7, and 33.6 respectively. The average weekly reductions in hours, per employee, were greater for those employees who obtained their reductions with the aid of labor organizations than for those who obtained them without such assistance, the average amounts being 4.0 and 2.5 respectively.

Of the 11,605 employees who obtained reductions in hours with the aid of labor organizations in 1910, 10,842 were granted decreases without strike and 763 (749 males and 14 females) after strike; 11,544 employees (11,530 males and 14 females) were granted decreases by direct negotiations and 61 by arbitration. Of the 1,882 employees who obtained decreases in hours without the aid of labor organizations, 1,764 (1,622 males and 142 females) were granted decreases without strike and 118 after strike; all were granted decreases by direct negotiations; none by arbitration.

Of the 11,605 employees who received decreases in hours of labor in 1910 with the aid of labor organizations, 6.752, or 58.2 per cent, were in the building trades.

(d) Changes Effected through Direct Negotiations and by Arbitration.

Of the 13,487 employees who received decreases upon their own request during 1910, 13,426 (13,270 males and 156 females), or 99.6 per cent, received decreases through direct negotiations with the employers, and of this number, 11,544 (11,530 males and 14 females) received decreases with the aid of labor organizations and 1,882 (1,740 males and 142 females) without such aid.

Of the 13,426 employees who received reductions in hours of labor by direct negotiations in 1910, 12,545 (12,403 males and 142 females) were granted decreases without strike and 881 (867 males and 14 females)

Hours — Woolen and Worsted Goods.

after strike. All of the 61 employees who obtained decreases in hours of labor by arbitration were granted reductions without strike.

Of the 13,426 employees whose reductions in hours of labor were arranged by direct negotiations, 6,791, or 50.6 per cent, were in the building trades.

There were 61 employees, or 0.4 per cent of the total number who obtained reductions in hours at the request of employees, whose decreases were arranged by arbitration in 1910. The number whose increases were arranged by this method in 1909 was 16 or 0.1 per cent of the total; in 1908, 19, or 0.5 per cent of the total; and, in 1907, 74, or 0.4 per cent of the total.

E. INDUSTRIES AFFECTED.*(a) Cotton Goods.*

In 1910 changes in the hours of labor in the cotton goods industry affected 68,882 operatives (36,983 males and 31,899 females), or 44.5 per cent of the total number in all industries, as compared with 25,389, or 55.0 per cent, in 1909; none in 1908; and 73, or 0.3 per cent, in 1907. All the changes made in hours in this industry during the years under comparison were reductions, no increases having been reported. In 1910 the shortening of hours of labor of the cotton-mill operatives was made in consequence of the 56-hour law which became effective January 1, 1910, and limited the hours of labor of women and minors in manufacturing and mechanical establishments to 56 a week. In most cases manufacturers met the requirements of this law by reducing their time schedule not only for women and minors but for men as well.

In 1909 certain manufacturers reduced the hours of their employees from 58 to 56 a week in anticipation of the enforcement of the law; all the changes in this industry being the result of this early adoption of the 56-hour schedule.

(b) Woolen and Worsted Goods.

Changes in hours of labor during 1910 in the woolen and worsted goods industry affected 40,560 operatives (21,340 males and 19,220 females) or 26.2 per cent of the total for all industries, as compared with 2,428, or 52.6 per cent, in 1909; none in 1908; and 69, or 0.3 per cent, in 1907.

All of these employees in 1910 received reductions amounting to 81,047 hours a week; in 1909, 2,428 received reductions amounting to 4,856 hours; and in 1907, 69 received reductions aggregating 138 hours.

Of the 40,560 operatives whose hours of labor were shortened in 1910, 40,387 (21,167 males and 19,220 females) received such decrease as the result of the enforcement of the 56-hour law; reductions in the hours of 146 operatives were granted voluntarily by employers, while the hours of 27 operatives were decreased at their request.

Hours — Boots and Shoes.*(c) Boots and Shoes.*

During the year 1910 changes in hours of labor in the boot and shoe industry affected 8,014 employees (3,738 males and 4,276 females), or 5.2 per cent of the total number of employees affected by such change in all industries, as compared with 89, or 0.2 per cent, in 1909; five, or 0.1 per cent, in 1908; and 9,513, or 39.0 per cent, in 1907. All the changes in hours granted to shoe workers in 1910 were reductions and aggregated 18,599 hours a week; in 1909, 36 shoe workers secured reductions amounting to 124 hours a week, while the working hours of 53 lasters were increased, making a total weekly increase of 265 hours; in 1908, five workmen received reductions amounting to 15 hours a week; and, in 1907, 9,513 employees were benefited by reductions aggregating 31,902 hours a week. The average net changes in hours for each employee reported as having been affected by such changes in the four years 1907-1910 were — 2.3 in 1910, + 1.6 in 1909, — 3.0 in 1908, and — 3.4 in 1907.

The hours of labor of 40 employees, or 0.5 per cent of all the employees benefited by reductions in this industry in 1910, were decreased by voluntary action on the part of the employer, while reductions in the hours of 821 employees (679 males and 142 females), or 10.2 per cent, were granted at the request of employees; the working hours of the remaining 7,153 shoe workers (3,019 males and 4,134 females) were reduced as the result of the enforcement of the 56-hour law, the total reductions in their hours amounting to 14,584 a week.

Of the 821 shoe workers whose reductions in hours in 1910 were granted at their request, but six workmen, or 0.7 per cent, were forced to strike in order to gain their demand; while there were no reductions in hours reported as having been obtained by means of strike in 1909, 1908, or 1907.

The number of employees who received reductions in hours in 1910 through the aid of labor organizations was 374 (males), or 45.6 per cent of all the employees whose reductions were arranged as a result of requests made by the employees in this industry, as compared with 100 per cent in 1909, none in 1908, and 6.6 per cent in 1907. The average weekly reduction for each employee granted decreases with the aid of labor organizations was 4.8, as compared with an average of 4.6 a week for each employee granted decrease without such aid.

The requests for reductions in hours of but 2.7 per cent of the shoe workers were granted through arbitration in 1910; the decreases for the remaining 97.3 per cent of the workmen were arranged by direct negotiations between employers and employees or their representatives.

The principal occupations affected by reductions in hours of labor in this industry in 1910 were 269 stockfitters who received a total decrease

Hours — Building Trades.

of 1,345 hours a week; 223 cutters who received a total decrease of 892 hours; and 148 counter and heel makers who received decreases amounting to 359 hours a week.

(d) Building Trades.

There were 6,837 building trades workmen who were affected by changes in hours of labor during 1910. This number formed 4.4 per cent of the total number of employees affected by such changes in all industries, as compared with 6,059, or 13.1 per cent, in 1909; 1,642, or 36.4 per cent, in 1908; and 1,121, or 4.6 per cent, in 1907. All of these employees in 1910 received reductions, the total decreases amounting to 25,513 a week; in 1909, 6,059 obtained reductions aggregating 22,119 hours; in 1908, 1,599 obtained reductions aggregating 6,139 hours, while 43 received increases aggregating 258 hours; and in 1907, 1,121 received reductions aggregating 6,084 hours a week. The average net changes in weekly hours for each employee in the four years 1907-1910 were — 3.7 hours in 1910, — 3.7 in 1909, — 3.6 in 1908, and — 5.4 in 1907.

Only seven workmen were reported as receiving reductions in hours by voluntary action on the part of the employer in 1910, while 6,830, or 99.9 per cent, were benefited by such changes at request of employees.

Of the 6,830 building trades workmen whose reductions in hours in 1910 were granted at their request, 589, or 8.6 per cent, were forced to strike in order to gain their demand, as compared with 11.6 per cent in 1909; 12.7 per cent in 1908; and 7.5 per cent in 1907. During the year 1910 the average decrease in weekly hours of labor for each employee granted such decrease after strike was 3.3 hours, as compared with an increase of 3.8 hours a week for each employee whose request was granted without recourse to strike.

The number of wage-earners who received reductions in hours in 1910 through the aid of labor organizations was 6,752, or 98.9 per cent of the total number of employees whose reductions were arranged as a result of requests made by the employees in this industry; the corresponding percentages for the years 1909, 1908, and 1907 were 99.95, 93.5, and 97.6 respectively. The average reduction per week for each employee granted decrease in hours with the aid of labor organizations in 1910 was 3.7 hours, as compared with an average of 4.8 hours a week for each employee granted decrease without such aid.

The proportion of building trades workmen whose reductions in hours during 1910 were arranged by arbitration boards was but 0.6 per cent; the decreases for the remainder, 99.4 per cent, were arranged by direct negotiations between employers and employees or their representatives; no changes in hours in this industry were reported as having been awarded by arbitration in 1909, 1908, or 1907.

Hours — Iron and Steel Manufactures.

Numerically considered, the principal occupations affected by reductions in hours in this industry in 1910 were 4,719 house carpenters who received a total decrease of 18,542 hours a week; 224 wharf and bridge carpenters who received a total decrease of 299 hours; 744 painters, decorators, and paperhangers who received a total decrease of 2,976 hours; and 440 plumbers and helpers who received decreases amounting to 1,418 hours a week.

(e) Iron and Steel Manufactures.

During the year 1910 the changes in this industry affected 5,958 employees (5,079 males and 879 females), or 3.9 per cent of the total number in all industries, as compared with 105, or 0.2 per cent, in 1909; 557, or 12.3 per cent, in 1908; and 2,371, or 9.7 per cent, in 1907. All of these employees in 1910 received reductions in hours of labor amounting to 20,514 a week; in 1909, 105 received reductions amounting to 66 hours; in 1908, 557 received reductions amounting to 536 hours; and in 1907, 2,121 employees received reductions aggregating 6,738 hours, while 250 received increases aggregating 2,000 hours a week. The average net changes in hours of labor per employee per week for the four years under consideration were — 3.4 hours in 1910, — 0.6 in 1909, — 0.96 in 1908, and — 2.0 in 1907.

The hours of labor of 2,798 iron and steel workers (2,743 males and 55 females), or 47.0 per cent, of all the workmen who received reductions in this industry in 1910, were decreased by voluntary action of employers; 1,495, or 25.1 per cent, were granted reductions at the request of employees; while the working hours of 1,665 employees (841 males and 824 females) were affected by the enforcement of the 56-hour law. The average amount of reduction for each employee granted decrease by voluntary action on the part of the employer was five hours a week, while the average for each employee granted reduction upon request was 2.1; the average for each iron and steel worker granted reduction by statute was 2.1 hours a week.

The 75 workmen in this industry whose reductions in hours were preceded by strike during 1910 represented but 5.0 per cent of the total number whose reductions were granted as a result of requests made by the employees, as compared with none in 1909; 2.2 per cent in 1908; and none in 1907. During the year 1910 the average amount of reduction a week for each employee granted such decrease after strike was four hours, as compared with an average of two hours a week for each employee whose request was granted without recourse to strike.

The number of employees who received reductions in hours of labor in 1910 through the aid of labor organizations was 286, or 19.1 per cent of the total number whose reductions were arranged as a result of requests

Hours — Localities Affected.

made by the employees in this industry, as compared with 82.9 per cent in 1909; and 100 per cent both in 1908 and in 1907. The average amount of reduction a week for each employee granted decrease with the aid of labor organizations in 1910 was 5.9 hours, as compared with an average of 1.2 hours a week for each employee granted decrease without such aid.

All the reductions in hours of labor in this industry during the four years under consideration were arranged by direct negotiations between employers and employees or their representatives, no reductions having been reported as granted by arbitration.

The principal occupations affected by decreases in hours in the iron and steel industry in 1910 were 3,973 machinists who received a total reduction of 15,215 hours a week; 446 makers of mill supplies who received a total reduction of 892 hours; and 244 iron molders who received reductions amounting to 1,426 hours a week.

F. LOCALITIES AFFECTED.

In 1910, 29,022 employees in Fall River received reductions in hours of labor. Other cities in which large numbers were affected were: Lawrence, 26,571; Lowell, 13,417; Boston, 6,144; and Worcester, 5,024. During the four years, 1907-1910, there were 229,795 employees who were affected by changes in hours of labor, and of these 228,955 employees received reductions. Of this latter number there were 29,349 employees, or 12.8 per cent, in Fall River; 26,981, or 11.8 per cent, in Lawrence; 20,191, or 8.8 per cent, in New Bedford; 18,899, or 8.2 per cent, in Boston; 13,633, or 6.0 per cent, in Lowell; 8,851, or 3.9 per cent, in Marlborough; 6,883, or 3.0 per cent, in Springfield; 6,608, or 2.9 per cent, in Holyoke; 5,231, or 2.3 per cent, in Worcester; and 92,329, or 40.3 per cent, in other localities.

On pages 98-105 will be found tables showing the number of employees whose hours of labor were decreased in the above-named cities and towns for each of the four years, 1907-1910.

STATISTICAL TABLES.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected ¹	Total Weekly Increase (+) or De- crease (—)
All Industries, 1907,	166,291	\$142,224	351	\$561	166,642	+\$141,663
All Industries, 1908,	5,947	9,339	95,420	98,906	101,367	—89,567
All Industries, 1909,	22,578	17,837	284	444	22,754	+17,393
All Industries, 1910,	145,659	117,623	473	345	146,132	+117,278
Building and Stone Working.						
<i>Building Trades, 1907,</i>	<i>14,220</i>	<i>21,073</i>	—	—	<i>14,220</i>	<i>+21,073</i>
<i>Building Trades, 1908,</i>	<i>981</i>	<i>1,597</i>	<i>12</i>	<i>14</i>	<i>993</i>	<i>+1,583</i>
<i>Building Trades, 1909,</i>	<i>9,715</i>	<i>6,870</i>	<i>108</i>	<i>130</i>	<i>9,715</i>	<i>+6,740</i>
<i>Building Trades, 1910,</i>	<i>20,951</i>	<i>28,231</i>	—	—	<i>20,951</i>	<i>+28,231</i>
Artificial stone workers, 1907,	113	57	—	—	113	+57
Bricklayers, masons, and plasterers, 1907,	1,154	2,452	—	—	1,154	+2,452
Bricklayers, masons, and plasterers, 1908,	51	122	—	—	51	+122
Bricklayers, masons, and plasterers, 1909,	1,186	2,187	108	130	1,186	+2,057
Bricklayers, masons, and plasterers, 1910,	2,501	4,377	—	—	2,501	+4,377
Bridge and structural iron workers, 1907,	40	120	—	—	40	+120
Carpenters, 1907,	9,110	12,884	—	—	9,110	+12,884
Carpenters, 1908,	213	398	—	—	213	+398
Carpenters, 1909,	5,602	1,289	—	—	5,602	+1,289
Carpenters, 1910,	12,972	14,488	—	—	12,972	+14,488
Carpenters (wharf and bridge), 1907,	225	675	—	—	225	+675
Carpenters (wharf and bridge), 1910,	116	195	—	—	116	+195
Electrical workers and helpers, 1907,	60	72	—	—	60	+72
Electrical workers and helpers, 1908,	31	52	—	—	31	+52
Electrical workers and helpers, 1909,	249	591	—	—	249	+591
Electrical workers and helpers, 1910,	154	248	—	—	154	+248
Elevator constructors and helpers, 1907,	105	148	—	—	105	+148
Elevator constructors and helpers, 1908,	150	220	—	—	150	+220
Elevator constructors and helpers, 1909,	160	72	—	—	160	+72
Elevator constructors and helpers, 1910,	150	135	—	—	150	+135
Hoisting and portable engineers, 1907,	19	23	—	—	19	+23
Hoisting and portable engineers, 1909,	32	51	—	—	32	+51
Hoisting and portable engineers, 1910,	228	1,212	—	—	228	+1,212
Lathers, 1907,	168	435	—	—	168	+435
Lathers, 1909,	61	170	—	—	61	+170
Lathers, 1910,	268	566	—	—	268	+566
Machinists, 1910,	14	21	—	—	14	+21
Painters, decorators, and paperhangers, 1907,	2,085	2,635	—	—	2,085	+2,635
Painters, decorators, and paperhangers, 1908,	244	330	12	14	256	+316
Painters, decorators, and paperhangers, 1909,	1,903	1,677	—	—	1,903	+1,677
Painters, decorators, and paperhangers, 1910,	3,059	4,486	—	—	3,059	+4,486
Pile drivers, 1910,	108	169	—	—	108	+169
Plumbers and steamfitters, 1907,	757	900	—	—	757	+900
Plumbers, gas and steam fitters, 1909,	395	663	—	—	395	+663
Plumbers, steamfitters, and helpers, 1910,	548	597	—	—	548	+597
Roofers, 1907,	239	394	—	—	239	+394
Roofers and helpers, 1908,	207	366	—	—	207	+366
Roofers, 1909,	8	24	—	—	8	+24
Roofers, 1910,	18	33	—	—	18	+33

¹ Employees whose wages were changed upwards and downwards during the year are included under both "Increases" and "Decreases" but are counted only once under "Net Changes."

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Employees Affected	Total Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)
<i>Building Trades — Con.</i>						
Sheet metal workers, 1907,	71	\$107	—	—	71	+\$107
Sheet metal workers, 1909,	119	146	—	—	119	+146
Sheet metal workers, 1910,	701	1,538	—	—	701	+1,538
Stair builders, 1908,	85	109	—	—	85	+109
Tile layers and helpers, 1910,	92	130	—	—	92	+130
Tinsmiths, 1907,	74	171	—	—	74	+171
Tinsmiths, 1910,	22	35	—	—	22	+35
<i>Building and Street Labor, 1907.</i>	468	835	—	—	468	+835
<i>Building and Street Labor, 1908.</i>	100	150	—	—	100	+150
<i>Building and Street Labor, 1909.</i>	252	287	—	—	252	+287
<i>Building and Street Labor, 1910.</i>	2,538	4,031	—	—	2,538	+4,031
<i>Stone Working, 1907.</i>	265	284	—	—	265	+284
<i>Stone Working, 1908.</i>	562	707	—	—	562	+707
<i>Stone Working, 1909.</i>	1,082	955	—	—	1,082	+955
<i>Stone Working, 1910.</i>	24	58	—	—	24	+58
Derrickmen, 1909,	15	23	—	—	15	+23
Engineers, 1909,	10	11	—	—	10	+11
Granite cutters, 1907,	265	284	—	—	265	+284
Granite cutters, 1908,	93	97	—	—	93	+97
Granite cutters, 1909,	563	468	—	—	563	+468
Granite cutters, 1910,	24	58	—	—	24	+58
Granite polishers, 1908,	126	229	—	—	126	+229
Laborers, 1908,	20	21	—	—	20	+21
Laborers, 1909,	93	77	—	—	93	+77
Paving cutters, 1908,	35	32	—	—	35	+32
Paving cutters, 1909,	34	49	—	—	34	+49
Quarrymen, 1908,	250	251	—	—	250	+251
Quarrymen, 1909,	367	327	—	—	367	+327
Sawyers, 1908,	32	68	—	—	32	+68
Other employees, 1908,	6	9	—	—	6	+9
<i>Clothing.</i>						
<i>Boots and Shoes, 1907.</i>	1,876	2,449	—	—	1,876	+2,449
<i>Boots and Shoes, 1908.</i>	774	1,765	15	\$30	789	+1,735
<i>Boots and Shoes, 1909.</i>	629	1,274	—	—	629	+1,274
<i>Boots and Shoes, 1910.</i>	3,221	4,019	70	192	3,291	+3,827
Boot and shoe workers, 1907,	1,876	2,449	—	—	1,876	+2,449
Boot and shoe workers, 1908,	774	1,765	15	30	789	+1,735
Boot and shoe workers, 1909,	629	1,274	—	—	629	+1,274
Boot and shoe workers, 1910,	3,221	4,019	70	192	3,291	+3,827
<i>Garments, 1907.</i>	145	314	70	180	215	+134
<i>Garments, 1908.</i>	83	138	—	—	83	+138
<i>Garments, 1909.</i>	140	280	—	—	140	+280
<i>Garments, 1910.</i>	901	814	—	—	901	+814
<i>Gloves, 1910.</i>	7	1—	—	—	7	1—
<i>Hats, Caps, and Furs, 1907.</i>	52	104	—	—	52	+104
<i>Hats, Caps, and Furs, 1910.</i>	174	13	—	—	174	+13
<i>Shirts, Collars, and Laundry, 1907.</i>	11	11	—	—	11	+11
<i>Shirts, Collars, and Laundry, 1909.</i>	25	15	—	—	25	+15
<i>Shirts, Collars, and Laundry, 1910.</i>	4	8	—	—	4	+8
<i>Food, Liquors, and Tobacco.</i>						
<i>Food Products, 1907.</i>	79	118	—	—	79	+118
<i>Food Products, 1908.</i>	48	144	—	—	48	+144
<i>Food Products, 1909.</i>	300	405	—	—	300	+405
<i>Food Products, 1910.</i>	1,735	2,004	—	—	1,735	+2,004

¹ These employees received increases in their hourly rates of wages, but as the result of an accompanying reduction in hours of labor, their weekly wages remained practically unaltered.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (-)
<i>Liquors, 1907.</i>	176	\$339	-	-	176	+\$339
<i>Liquors, 1908.</i>	139	402	-	-	139	+402
<i>Liquors, 1909.</i>	704	473	-	-	704	+473
<i>Liquors, 1910.</i>	1,010	1,655	-	-	1,010	+1,655
<i>Bottling.</i>						
Bottlers and machine operators, 1909,	200	100	-	-	200	+100
Bottlers, 1910,	237	462	-	-	237	+462
Bottlers' helpers, 1910,	44	74	-	-	44	+74
Drivers and helpers, 1909,	162	81	-	-	162	+81
Drivers, 1910,	126	226	-	-	126	+226
Floormen, 1910,	27	40	-	-	27	+40
Machine men, 1910,	31	40	-	-	31	+40
Packers, 1909,	50	25	-	-	50	+25
Others, <i>n. s.</i> , 1909,	90	45	-	-	90	+45
<i>Breweries.</i>						
Brewery workmen, 1907,	67	67	-	-	67	+67
Brewery workmen, 1908,	13	7	-	-	13	+7
Brewery workmen, 1910,	202	302	-	-	202	+302
Cellarmen, 1907,	8	16	-	-	8	+16
Cellarmen, 1909,	8	5	-	-	8	+5
Cellarmen, 1910,	21	24	-	-	21	+24
Coopers, 1907,	66	198	-	-	66	+198
Coopers, 1910,	6	9	-	-	6	+9
Drivers and helpers, 1907,	19	19	-	-	19	+19
Drivers, 1908,	6	5	-	-	6	+5
Drivers and helpers, 1909,	80	78	-	-	80	+78
Drivers and helpers, 1910,	153	170	-	-	153	+170
Engineers, 1907,	3	11	-	-	3	+11
Engineers, 1908,	68	238	-	-	68	+238
Engineers, 1909,	3	8	-	-	3	+8
Engineers, 1910,	32	52	-	-	32	+52
Firemen, 1907,	3	8	-	-	3	+8
Firemen, 1908,	50	149	-	-	50	+149
Firemen, 1909,	2	3	-	-	2	+3
Firemen, 1910,	58	128	-	-	58	+128
Foremen, 1910,	10	14	-	-	10	+14
Helpers, 1910,	10	19	-	-	10	+19
Kettlemen, 1907,	10	20	-	-	10	+20
Kettlemen, 1910,	1	1	-	-	1	+1
Laborers, 1910,	32	64	-	-	32	+64
Night workers, 1909,	20	40	-	-	20	+40
Washhouse men, 1909,	85	83	-	-	85	+83
Washhouse men, 1910,	7	10	-	-	7	+10
Others, 1908,	2	3	-	-	2	+3
Others, 1909,	4	5	-	-	4	+5
Others, 1910,	13	20	-	-	13	+20
<i>Tobacco, 1907.</i>	488	488	-	-	488	+488
<i>Tobacco, 1908.</i>	80	80	200	\$200	280	-120
<i>Tobacco, 1910.</i>	19	1-	-	-	19	1-
Cigar makers, 1910,	19	1-	-	-	19	1-
Tobacco stripper, 1907,	488	488	-	-	488	+488
Tobacco strippers, 1908,	80	80	200	200	280	-120

¹ See note on page 50.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (-)
Leather and Rubber Goods.						
<i>Leather and Leather Goods, 1907.</i>	100	\$100	-	-	100	+\$100
<i>Leather and Leather Goods, 1910.</i>	180	2	-	-	180	+2
<i>Rubber and Gutta Percha Goods, 1907.</i>	207	188	40	\$21	247	+167
<i>Rubber and Gutta Percha Goods, 1909.</i>	-	-	9	15	9	-15
<i>Rubber and Gutta Percha Goods, 1910.</i>	105	1-	-	-	105	1-
Metals, Machinery, and Ship- building.						
<i>Iron and Steel Manufactures, 1907.</i>	3,561	3,258	198	322	3,759	+2,936
<i>Iron and Steel Manufactures, 1908.</i>	448	760	-	-	448	+760
<i>Iron and Steel Manufactures, 1909.</i>	112	235	-	-	112	+235
<i>Iron and Steel Manufactures, 1910.</i>	9,583	7,223	-	-	9,583	+7,223
Blacksmiths, 1907,	18	20	-	-	18	+20
Blacksmiths, 1910,	130	80	-	-	130	+80
Blacksmiths' helpers, 1908,	75	90	-	-	75	+90
Boilermakers, 1907,	261	303	-	-	261	+303
Boilermakers, 1908,	7	2	-	-	7	+2
Boilermakers' helpers, 1907,	39	33	-	-	39	+33
Casting cleaners, 1907,	13	8	-	-	13	+8
Coremakers, 1907,	5	7	-	-	5	+7
Coremakers, 1908,	60	30	-	-	60	+30
Coremakers, 1910,	206	298	-	-	206	+298
Foundry men, 1910,	44	56	-	-	44	+56
Foundry helpers, 1907,	114	64	-	-	114	+64
Foundry helpers, 1910,	46	45	-	-	46	+45
Horseshoers, 1907,	17	34	-	-	17	+34
Horseshoers, 1910,	22	27	-	-	22	+27
Housesmiths and bridgemen, 1908,	120	288	-	-	120	+288
Housesmiths and bridgemen's helpers, 1908,	115	166	-	-	115	+166
Iron molders, 1907,	380	433	-	-	380	+433
Iron molders, 1910,	745	953	-	-	745	+953
Iron molders' helpers, 1910,	17	18	-	-	17	+18
Laborers, 1907,	20	30	-	-	20	+30
Machinists, 1907,	2,447	2,054	140	238	2,587	+1,816
Machinists, 1909,	2	3	-	-	2	+3
Machinists, 1910,	2,650	1,998	-	-	2,650	+1,998
Machinists' apprentices, 1907,	25	17	-	-	25	+17
Machinists' helpers, 1907,	-	-	14	19	14	-19
Machinists' helpers, 1910,	43	72	-	-	43	+72
Machinists, pattern makers, and black- smiths, 1907,	154	168	-	-	154	+168
Mill supplies makers, 1910,	369	1-	-	-	369	1-
Molders, 1907,	-	-	33	46	33	-46
Organ part makers, 1910,	22	1-	-	-	22	1-

1 See note on page 50.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
<i>Iron and Steel Manufactures — Con.</i>						
Ornamental iron workers, 1908,	30	\$108	—	—	30	+\$108
Ornamental iron workers' helpers, 1908,	30	57	—	—	30	+57
Pattern makers, 1907,	25	28	—	—	25	+28
Pattern makers, 1909,	110	232	—	—	110	+232
Pattern makers, 1910,	267	307	—	—	267	+307
Polishers, 1910,	41	61	—	—	41	+61
Rope workers, 1910,	159	111	—	—	159	+111
Steel and rolling mill employees, 1910,	277	264	—	—	277	+264
Steel and wire workers, 1910,	3,368	2,223	—	—	3,368	+2,223
Tack makers, 1907,	34	51	—	—	34	+51
Tack makers, 1910,	25	1—	—	—	25	1—
Wire mill and mechanical laborers, 1910,	702	526	—	—	702	+526
Wire goods makers, 1910,	198	1—	—	—	198	1—
Yard employees, 1910,	237	153	—	—	237	+153
Other employees, 1907,	9	8	11	\$19	20	—11
Other employees, 1910,	26	50	—	—	26	+50
<i>Miscellaneous Metal Manufactures, 1907.</i>	404	319	5	4	409	+315
<i>Miscellaneous Metal Manufactures, 1909.</i>	43	64	—	—	43	+64
<i>Miscellaneous Metal Manufactures, 1910.</i>	849	341	—	—	849	+341
<i>Shipbuilding, 1907.</i>	114	112	—	—	114	+112
<i>Shipbuilding, 1908.</i>	9	13	—	—	9	+13
<i>Shipbuilding, 1910.</i>	60	80	—	—	60	+80
Printing and Allied Trades.						
<i>Printing and Publishing, 1907.</i>	1,818	2,710	—	—	1,818	+2,710
<i>Printing and Publishing, 1908.</i>	95	65	—	—	95	+65
<i>Printing and Publishing, 1909.</i>	906	1,052	—	—	906	+1,052
<i>Printing and Publishing, 1910.</i>	1,532	1,634	—	—	1,532	+1,634
Compositors, 1907,	718	1,574	—	—	718	+1,574
Compositors, 1908,	81	52	—	—	81	+52
Compositors, 1909,	780	983	—	—	780	+983
Compositors, 1910,	467	642	—	—	467	+642
Electrotypers and helpers, 1910,	19	24	—	—	19	+24
Machine operators, 1907,	21	42	—	—	21	+42
Machine operators, 1908,	7	3	—	—	7	+3
Machine operators, 1909,	23	20	—	—	23	+20
Machine operators, 1910,	71	80	—	—	71	+80
Machinists and carpenters, 1909,	20	2—3	—	—	20	2—3
Pressfeeders, 1907,	550	550	—	—	550	+550
Pressmen, 1907,	529	544	—	—	529	+544
Pressmen, 1908,	7	10	—	—	7	+10
Pressmen, 1909,	81	50	—	—	81	+50
Pressmen, 1910,	965	868	—	—	965	+868
Others, 1909,	2	2	—	—	2	+2
Others, 1910,	10	20	—	—	10	+20
<i>Bookbinding and Blankbook Making, 1907.</i>	5	15	—	—	5	+15
<i>Bookbinding and Blankbook Making, 1909.</i>	262	79	—	—	262	+79
Bookbinders, 1907,	5	15	—	—	5	+15
Bookbinders, 1909,	262	79	—	—	262	+79

¹ See note on page 50.² These employees received increases in their hourly rates of wages, but as the result of an accompanying reduction in hours of labor, their weekly wages were also reduced.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Employees Affected	Total Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)
<i>Lithographing and Engraving, 1908.</i>	6	\$14	—	—	6	+\$14
<i>Lithographing and Engraving, 1910.</i>	14	48	—	—	14	+48
Public Employment.						
<i>Federal Employees, 1907.</i>	2,596	2,339	17	\$28	2,613	+2,311
<i>Federal Employees, 1908.</i>	1,112	1,478	2	4	1,114	+1,474
<i>Federal Employees, 1909.</i>	438	597	57	97	495	+500
<i>Federal Employees, 1910.</i>	514	777	19	33	533	+744
Blacksmiths, 1907,	37	36	—	—	37	+36
Blacksmiths, 1908,	5	8	—	—	5	+8
Blacksmiths, 1910,	2	3	1	1	3	+2
Blacksmiths' helpers, 1907,	105	50	—	—	105	+50
Blacksmiths' helpers, 1908,	80	77	—	—	80	+77
Blacksmiths' helpers, 1910,	4	4	—	—	4	+4
Boat builders, 1907,	29	14	—	—	29	+14
Boat builders, 1908,	16	23	—	—	16	+23
Boat builders, 1909,	14	20	—	—	14	+20
Boilermakers, 1907,	48	23	—	—	48	+23
Boilermakers, 1909,	24	23	—	—	24	+23
Boilermakers, 1910,	32	27	—	—	32	+27
Boilermakers' helpers, 1907,	36	17	—	—	36	+17
Boilermakers' helpers, 1908,	8	8	—	—	8	+8
Calkers and chippers, 1907,	45	45	—	—	45	+45
Calkers and chippers, 1908,	29	28	—	—	29	+28
Calkers and chippers, 1909,	10	5	—	—	10	+5
Carpenters, 1907,	113	209	—	—	113	+209
Carpenters, 1908,	13	15	—	—	13	+15
Carpenters, 1910,	11	23	—	—	11	+23
Chain makers and helpers, 1907,	83	40	—	—	83	+40
Coppersmiths, 1907,	9	9	—	—	9	+9
Coppersmiths, 1910,	14	20	—	—	14	+20
Coppersmiths' helpers, 1907,	11	5	—	—	11	+5
Coppersmiths' helpers, 1908,	11	11	—	—	11	+11
Drillers, 1907,	72	54	—	—	72	+54
Drillers, 1909,	23	23	—	—	23	+23
Drillers, 1910,	8	18	—	—	8	+18
Electricians, 1907,	31	21	—	—	31	+21
Electricians, 1909,	12	27	—	—	12	+27
Electricians' helpers, 1907,	44	22	—	—	44	+22
Electricians' helpers, 1908,	22	21	—	—	22	+21
Engineers, 1907,	3	4	—	—	3	+4
Engineers, 1908,	13	24	—	—	13	+24
Engine tenders, 1907,	15	7	—	—	15	+7
Engine tenders, 1908,	12	17	—	—	12	+17
Engine tenders, 1909,	11	13	—	—	11	+13
Filers, 1907,	11	25	—	—	11	+25
Filers, 1910,	6	9	—	—	6	+9
Firemen, 1907,	35	81	—	—	35	+81
Firemen, 1908,	6	8	—	—	6	+8
Firemen, 1910,	12	19	—	—	12	+19
Forgers, 1907,	17	11	—	—	17	+11
Forgers, 1910,	5	8	—	—	5	+8
General helpers, 1907,	68	33	—	—	68	+33
General helpers, 1908,	76	73	—	—	76	+73
Hammermen, 1907,	20	14	—	—	20	+14

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (-)
<i>Federal Employees — Con.</i>						
Holders-on, 1907,	27	\$13	-	-	27	+\$13
Inspectors, 1910,	28	42	-	-	28	+42
Iron finishers, 1907,	27	13	-	-	27	+13
Iron finishers' helpers, 1907,	41	20	-	-	41	+20
Iron finishers' helpers, 1908,	26	25	-	-	26	+25
Laborers, 1907,	235	212	-	-	235	+212
Laborers, 1908,	147	207	-	-	147	+207
Laborers, 1909,	53	73	1	\$2	54	+71
Laborers, 1910,	49	74	-	-	49	+74
Machinists, 1907,	494	693	17	28	511	+665
Machinists, 1908,	16	30	2	4	18	+26
Machinists, 1909,	31	39	3	4	34	+35
Machinists, 1910,	53	95	5	9	58	+86
Machinists' helpers, 1907,	107	64	-	-	107	+64
Machinists' helpers, 1908,	52	52	-	-	52	+52
Machinists' helpers, 1909,	80	78	1	1	81	+77
Machinists' helpers and apprentices, 1910,	13	36	-	-	13	+36
Masters, 1908,	12	27	-	-	12	+27
Mates, 1908,	12	23	-	-	12	+23
Mechanics, 1908,	35	84	-	-	35	+84
Millmen, 1907,	8	11	-	-	8	+11
Millmen, 1909,	15	25	1	2	16	+23
Millmen, 1910,	39	61	-	-	39	+61
Molders, 1907,	37	19	-	-	37	+19
Molders, 1908,	31	33	-	-	31	+33
Molders, 1909,	15	22	1	2	16	+20
Molders, 1910,	14	19	-	-	14	+19
Molders' helpers, 1907,	23	16	-	-	23	+16
Molders' helpers, 1908,	19	20	-	-	19	+20
Molders' helpers, 1909,	11	13	1	1	12	+12
Molders' helpers and apprentices, 1910,	8	13	2	3	10	+10
Ordnance men, 1907,	18	26	-	-	18	+26
Ordnance men, 1910,	21	10	-	-	21	+10
Painters, 1907,	31	48	-	-	31	+48
Painters, 1908,	38	38	-	-	38	+38
Painters, 1910,	27	13	-	-	27	+13
Pattern makers, 1907,	32	43	-	-	32	+43
Pattern makers, 1908,	23	33	-	-	23	+33
Pattern makers, 1910,	11	10	-	-	11	+10
Plumbers, 1907,	13	8	-	-	13	+8
Plumbers, 1908,	16	63	-	-	16	+63
Plumbers' helpers, 1907,	10	5	-	-	10	+5
Plumbers' helpers, 1908,	24	23	-	-	24	+23
Profilers, 1907,	16	27	-	-	16	+27
Profilers, 1908,	3	5	-	-	3	+5
Riggers, 1907,	33	16	-	-	33	+16
Riggers, 1908,	49	118	-	-	49	+118
Riggers' helpers, 1907,	41	20	-	-	41	+20
Riggers' helpers, 1908,	12	11	-	-	12	+11
Riveters, 1907,	29	14	-	-	29	+14
Riveters, 1908,	23	22	-	-	23	+22
Riveters, 1909,	8	4	-	-	8	+4

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
<i>Federal Employees — Con.</i>						
Rivet heaters, 1907,	15	87	—	—	15	+\$7
Rope makers, 1907,	47	23	—	—	47	+23
Rope makers' helpers, 1907,	24	11	—	—	24	+11
Rope makers' helpers, 1908,	35	34	—	—	35	+34
Sailmakers, 1907,	37	18	—	—	37	+18
Sailmakers, 1909,	32	77	—	—	32	+77
Seamen, 1908,	45	53	—	—	45	+53
Ship fitters, 1907,	49	23	—	—	49	+23
Ship fitters, 1910,	26	25	—	—	26	+25
Ship fitters' helpers, 1907,	52	25	—	—	52	+25
Ship fitters' helpers, 1908,	48	46	—	—	48	+46
Ship joiners, 1907,	27	39	—	—	27	+39
Ship joiners, 1910,	5	10	—	—	5	+10
Ship keepers, 1907,	23	11	—	—	23	+11
Ship keepers, 1908,	28	27	—	—	28	+27
Shipwrights and helpers, 1907,	52	62	—	—	52	+62
Shop tenders, 1907,	6	4	—	—	6	+4
Shop tenders, 1909,	18	12	—	—	18	+12
Tinners, 1907,	9	4	—	—	9	+4
Tinners, 1908,	12	17	—	—	12	+17
Tinners, 1910,	7	13	—	—	7	+13
Tool grinders and makers, 1907,	9	14	—	—	9	+14
Tool grinders and makers, 1908,	4	5	—	—	4	+5
Tool grinders and makers, 1909,	14	20	—	—	14	+20
Tool makers, 1910,	21	30	—	—	21	+30
Watchmen, 1907,	9	16	—	—	9	+16
Watchmen, 1910,	2	3	9	\$20	11	—17
Wiremen, 1907,	42	20	—	—	42	+20
Wiremen, 1908,	40	77	—	—	40	+77
Wiremen, 1909,	—	—	45	78	45	—78
Wiremen, 1910,	62	146	—	—	62	+146
Others, 1907,	141	74	—	—	141	+74
Others, 1908,	71	92	—	—	71	+92
Others, 1909,	67	123	4	7	71	+116
Others, 1910,	34	46	2	1	36	+46
State Employees, 1907,	698	1,320	19	4	717	+1,316
State Employees, 1908,	128	159	—	—	128	+159
Municipal Employees, 1907,	3,650	5,490	—	—	3,650	+5,490
Municipal Employees, 1908,	489	784	154	360	643	+424
Municipal Employees, 1909,	11	34	—	—	11	+34
Municipal Employees, 1910,	943	1,304	—	—	943	+1,304
Assistant instructors, 1907,	9	13	—	—	9	+13
Boatmen, 1907,	25	37	—	—	25	+37
Drawtenders, 1907,	129	278	—	—	129	+278
Drawtenders, 1908,	—	—	129	278	129	—278
Firemen, 1907,	39	111	—	—	39	+111
Firemen, 1908,	3	9	4	24	7	—15
Foremen, 1910,	17	40	—	—	17	+40
Janitors, 1907,	69	106	—	—	69	+106
Janitors, 1908,	—	—	8	36	8	—36

¹ Less than one dollar.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
<i>Municipal Employees — Con.</i>						
Laborers, 1907,	2,879	\$4,248	—	—	2,879	+ \$4,248
Laborers, 1908,	456	749	—	—	456	+749
Laborers, 1909,	7	16	—	—	7	+16
Laborers and mechanics, 1910,	848	1,152	—	—	848	+1,152
Lamplighters, 1907,	125	219	—	—	125	+219
Ledgemen, 1907,	19	28	—	—	19	+28
Mechanics, 1907,	115	98	—	—	115	+98
Sweeping machine drivers, 1908,	24	12	—	—	24	+12
Swimmers, 1907,	25	38	—	—	25	+38
Teamsters, 1907,	90	113	—	—	90	+113
Teamsters, 1908,	4	8	—	—	4	+8
Teamsters, 1910,	47	70	—	—	47	+70
Teamsters' helpers, 1910,	20	24	—	—	20	+24
Tree climbers, 1907,	64	96	—	—	64	+96
Watchmen, 1907,	24	36	—	—	24	+36
Others, 1907,	38	69	—	—	38	+69
Others, 1908,	2	6	13	\$22	15	—16
Others, 1909,	4	18	—	—	4	+18
Others, 1910,	11	18	—	—	11	+18
Restaurants and Trade.						
Restaurants, 1909,	12	6	—	—	12	+6
Trade, 1910,	225	670	—	—	225	+670
Bartenders, 1910,	225	670	—	—	225	+670
Textiles.						
Bleaching, Dyeing, and Printing, 1907,	623	413	2	2	625	+411
Bleaching, Dyeing, and Printing, 1908,	28	57	275	99	303	—42
Bleaching, Dyeing, and Printing, 1910,	1,500	26	18	3	1,518	+23
Cotton Goods, 1907,	97,220	70,616	—	—	97,220	+70,616
Cotton Goods, 1908,	—	—	83,403	89,973	83,403	—89,973
Cotton Goods, 1909,	4,955	2,402	—	—	4,955	+2,402
Cotton Goods, 1910,	14,369	519	275	58	14,544	+461
Flax, Hemp, and Jute Goods, 1907,	597	399	—	—	597	+399
Flax, Hemp, and Jute Goods, 1908,	—	—	2,200	1,050	2,200	—1,050
Flax, Hemp, and Jute Goods, 1909,	—	—	110	202	110	—202
Flax, Hemp, and Jute Goods, 1910,	752	268	—	—	752	+268
Hosiery and Knit Goods, 1907,	4,082	1,117	—	—	4,082	+1,117
Hosiery and Knit Goods, 1908,	—	—	4,154	3,258	4,154	—3,258
Hosiery and Knit Goods, 1910,	609	88	—	—	609	+88
Woolen and Worsted Goods, 1907,	10,881	6,607	—	—	10,881	+6,607
Woolen and Worsted Goods, 1908,	—	—	3,886	2,428	3,886	—2,428
Woolen and Worsted Goods, 1909,	65	48	—	—	65	+48
Woolen and Worsted Goods, 1910,	31,701	1,150	55	39	31,756	+1,111
Other Textiles, 1909,	176	161	—	—	176	+161
Other Textiles, 1910,	1,163	11	—	—	1,163	+1
Transportation.						
Steam Railroads, 1907,	17,629	15,790	—	—	17,629	+15,790
Steam Railroads, 1908,	90	104	28	41	118	+63
Steam Railroads, 1909,	135	181	—	—	135	+181
Steam Railroads, 1910,	31,625	46,925	—	—	31,625	+46,925
Agents, 1907,	130	184	—	—	130	+184
Agents, 1908,	13	9	4	11	17	—2
Agents, 1909,	28	34	—	—	28	+34

¹ See note on page 50.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
<i>Steam Railroads — Con.</i>						
Agents and operators, 1907,	137	\$196	—	—	137	+\$196
Agents and operators, 1908,	18	14	—	—	18	+14
Agents and operators, 1910,	975	1,406	—	—	975	+1,406
Baggagemasters, 1907,	334	272	—	—	334	+272
Baggagemasters, 1909,	4	7	—	—	4	+7
Baggagemasters, 1910,	1,215	2,503	—	—	1,215	+2,503
Blacksmiths and helpers, 1907,	266	240	—	—	266	+240
Blacksmiths, 1908,	1	1	—	—	1	+1
Blacksmiths and helpers, 1910,	320	336	—	—	320	+336
Boilermakers and helpers, 1907,	300	292	—	—	300	+292
Boilermakers and helpers, 1908,	7	15	—	—	7	+15
Boilermakers and helpers, 1910,	351	367	—	—	351	+367
Brakemen, freight, 1907,	1,262	939	—	—	1,262	+939
Brakemen, freight, 1910,	1,710	1,650	—	—	1,710	+1,650
Brakemen, passenger, 1907,	827	830	—	—	827	+830
Brakemen, passenger, 1910,	1,080	2,662	—	—	1,080	+2,662
Brakemen, yard, 1907, ¹	287	405	—	—	287	+405
Brakemen, yard, 1910,	1,152	3,878	—	—	1,152	+3,878
Bridgemen, 1910,	54	61	—	—	54	+61
Buffers and helpers, 1910,	19	18	—	—	19	+18
Cabinet makers, millmen, etc., 1907,	91	82	—	—	91	+82
Cabinet makers, millmen, etc., 1908,	1	4	—	—	1	+4
Cabinet makers, millmen, etc., 1910,	62	66	—	—	62	+66
Car cleaners, 1907,	450	238	—	—	450	+238
Car cleaners, 1910,	321	186	—	—	321	+186
Carpenters and helpers, 1907,	705	611	—	—	705	+611
Carpenters and helpers, 1910,	1,014	1,045	—	—	1,014	+1,045
Clerks, 1907,	232	249	—	—	232	+249
Clerks, 1908,	1	5	—	—	1	+5
Clerks, 1909,	32	32	—	—	32	+32
Clerks, freight, 1907,	503	414	—	—	503	+414
Clerks, freight, 1910,	1,672	1,672	—	—	1,672	+1,672
Conductors, assistant, 1907,	56	50	—	—	56	+50
Conductors, assistant, 1910,	99	218	—	—	99	+218
Conductors, electric, 1907,	14	13	—	—	14	+13
Conductors, freight, 1907,	401	241	—	—	401	+241
Conductors, freight, 1910,	542	1,224	—	—	542	+1,224
Conductors, passenger, 1907,	374	291	—	—	374	+291
Conductors, passenger, 1910,	635	2,536	—	—	635	+2,536
Conductors, yard, 1907, ¹	179	267	—	—	179	+267
Conductors, yard, 1910,	348	947	—	—	348	+947
Cooks, 1910,	7	6	—	—	7	+6
Cranesmen, 1910,	13	12	—	—	13	+12
Crossing men and gatetenders, 1907,	254	156	—	—	254	+156
Crossing men and gatetenders, 1910,	937	492	—	—	937	+492
Drawbridge employees, 1910,	14	13	—	—	14	+13
Engineers, freight, 1907,	569	1,093	—	—	569	+1,093
Engineers, freight, 1910,	678	1,309	—	—	678	+1,309
Engineers, locomotive, 1910,	36	36	—	—	36	+36

¹ Returns for 1907 did not distinguish between brakemen, conductors, and switchmen in the yard service.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
<i>Steam Railroads — Con.</i>						
Engineers, miscellaneous, 1909, . . .	2	\$9	—	—	2	+\$9
Engineers, miscellaneous, 1910, . . .	10	13	—	—	10	+13
Engineers, passenger, 1907, . . .	423	564	—	—	423	+564
Engineers, passenger, 1910, . . .	774	1,334	—	—	774	+1,334
Engineers, yard, 1907, . . .	204	125	—	—	204	+125
Engineers, yard, 1910, . . .	306	1,396	—	—	306	+1,396
Engineers and stationary firemen, 1910, .	67	66	—	—	67	+66
Enginehouse employees, 1907, . . .	382	215	—	—	382	+215
Enginehouse employees, 1910, . . .	1,055	680	—	—	1,055	+680
Firemen, freight, 1907, . . .	555	655	—	—	555	+655
Firemen, freight, 1910, . . .	716	1,453	—	—	716	+1,453
Firemen, locomotive, 1910, . . .	36	25	—	—	36	+25
Firemen, passenger, 1907, . . .	439	554	—	—	439	+554
Firemen, passenger, 1910, . . .	779	1,078	—	—	779	+1,078
Firemen, yard, 1907, . . .	187	61	—	—	187	+61
Firemen, yard, 1910, . . .	323	633	—	—	323	+633
Foremen, 1907, . . .	440	405	—	—	440	+405
Foremen, 1908, . . .	2	5	—	—	2	+5
Foremen, 1910, . . .	829	1,120	—	—	829	+1,120
Freight handlers, 1910, . . .	790	480	—	—	790	+480
Gardeners, 1910, . . .	23	17	—	—	23	+17
Inspectors, car, 1907, . . .	526	348	—	—	526	+348
Inspectors, car, 1910, . . .	524	556	—	—	524	+556
Janitors, 1910, . . .	31	21	—	—	31	+21
Laborers, 1908, . . .	1	1	—	—	1	+1
Laborers, 1910, . . .	781	446	—	—	781	+446
Laborers, freight, 1910, . . .	496	398	—	—	496	+398
Laborers, section, 1907, . . .	2,951	1,750	—	—	2,951	+1,750
Laborers, section, 1910, . . .	5,044	8,120	—	—	5,044	+8,120
Laborers, shop, 1907, . . .	170	74	—	—	170	+74
Lampmen, 1908, . . .	1	2	—	—	1	+2
Lampmen, 1910, . . .	42	27	—	—	42	+27
Leaders, 1910, . . .	37	45	—	—	37	+45
Machinists and helpers, 1907, . . .	839	924	—	—	839	+924
Machinists and helpers, 1908, . . .	34	36	—	—	34	+36
Machinists and helpers, 1910, . . .	1,211	1,395	—	—	1,211	+1,395
Masons, 1910, . . .	80	72	—	—	80	+72
Mechanics, 1907, . . .	1,079	874	—	—	1,079	+874
Mechanics, 1910, . . .	626	665	—	—	626	+665
Motormen, 1910, . . .	21	69	—	—	21	+69
Oilers, 1907, . . .	22	19	—	—	22	+19
Oilers, 1910, . . .	38	29	—	—	38	+29
Operators, 1907, . . .	66	54	—	—	66	+54
Operators, 1908, . . .	2	1	15	\$8	17	—7
Operators, 1909, . . .	26	34	—	—	26	+34
Operators, 1910, . . .	460	571	—	—	460	+571
Painters, 1907, . . .	275	224	—	—	275	+224
Painters, 1910, . . .	364	388	—	—	364	+388

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
<i>Steam Railroads — Con.</i>						
Plumbers, 1907,	11	89	—	—	11	+89
Plumbers, 1910,	72	78	—	—	72	+78
Repairers, car, 1907,	261	191	—	—	261	+191
Repairers, car, 1910,	890	901	—	—	890	+901
Roadmen, 1910,	50	30	—	—	50	+30
Roofers, 1907,	11	14	—	—	11	+14
Roofers, 1910,	30	34	—	—	30	+34
Seamstresses, 1910,	9	5	—	—	9	+5
Shop employees (miscellaneous), 1910,	88	77	—	—	88	+77
Signal construction men, 1907,	9	14	—	—	9	+14
Signal construction men, 1910,	238	251	—	—	238	+251
Signal maintenance of way men, 1907,	108	155	—	—	108	+155
Signal maintenance of way men, 1910,	75	84	—	—	75	+84
Station employees, 1909,	1	1	—	—	1	+1
Station employees, 1910,	44	28	—	—	44	+28
Steamfitters and helpers, 1907,	30	32	—	—	30	+32
Steamfitters, 1910,	104	103	—	—	104	+103
Storekeepers, 1910,	49	39	—	—	49	+39
Switchmen, 1907,	92	112	—	—	92	+112
Switchmen, 1910,	154	232	—	—	154	+232
Tablemen, 1907,	15	7	—	—	15	+7
Tinsmiths and helpers, 1907,	38	30	—	—	38	+30
Tinsmiths and helpers, 1910,	104	112	—	—	104	+112
Towermen, 1907,	283	414	—	—	283	+414
Towermen, 1908,	2	4	—	—	2	+4
Towermen, 1909,	39	57	—	—	39	+57
Towermen, 1910,	463	674	—	—	463	+674
Trimmers, 1907,	66	53	—	—	66	+53
Trimmers, 1910,	36	39	—	—	36	+39
Truckmen, 1907,	116	44	—	—	116	+44
Upholsterers and helpers, 1907,	42	34	—	—	42	+34
Upholsterers, 1908,	3	3	—	—	3	+3
Upholsterers and helpers, 1910,	76	74	—	—	76	+74
Watchmen, 1907,	79	43	—	—	79	+43
Watchmen, 1909,	1	2	—	—	1	+2
Watchmen, 1910,	150	102	—	—	150	+102
Wiremen, 1910,	14	15	—	—	14	+15
Yard masters, 1907,	35	75	—	—	35	+75
Yard masters, 1908,	—	—	4	\$10	4	—10
Yard masters, 1910,	59	122	—	—	59	+122
Yardmen, 1907, ¹	409	580	—	—	409	+580
Other employees, 1907,	95	74	—	—	95	+74
Other employees, 1908,	4	4	5	12	9	—8
Other employees, 1909,	2	5	—	—	2	+5
Other employees, 1910,	203	135	—	—	203	+135
<i>Street Railways, 1907.</i>	920	830	—	—	920	+830
<i>Street Railways, 1908.</i>	341	208	—	—	341	+208
<i>Street Railways, 1909.</i>	1,735	1,172	—	—	1,735	+1,172
<i>Street Railways, 1910.</i>	9,745	7,530	4	3	9,749	+7,527
Blacksmiths, 1910,	35	23	—	—	35	+23
Brakemen, 1910,	143	50	—	—	143	+50

¹ Returns for 1907 did not distinguish between brakemen, conductors, and switchmen in the yard service.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
<i>Street Railways — Con.</i>						
Car cleaners, 1910,	49	\$32	—	—	49	+ \$32
Carpenters, 1909,	26	39	—	—	26	+39
Carpenters, 1910,	112	78	—	—	112	+78
Coal trimmers, 1909,	66	99	—	—	66	+99
Conductors and motormen, 1907,	777	614	—	—	777	+614
Conductors and motormen, 1908,	331	195	—	—	331	+195
Conductors and motormen, 1909,	1,618	1,023	—	—	1,618	+1,023
Conductors and motormen, 1910,	8,357	6,525	—	—	8,357	+6,525
Guards, 1910,	72	29	—	—	72	+29
Helpers, 1910,	55	34	—	—	55	+34
Inspectors, 1910,	58	34	—	—	58	+34
Laborers, 1907,	135	202	—	—	135	+202
Laborers, 1909,	25	11	—	—	25	+11
Linemen, 1910,	84	157	3	\$2	87	+155
Linemen's helpers, 1910,	35	55	1	1	36	+54
Machinists, 1910,	42	27	—	—	42	+27
Painters, 1910,	94	60	—	—	94	+60
Pitmen, 1910,	199	140	—	—	199	+140
Starters, 1910,	87	48	—	—	87	+48
Station masters, 1910,	77	41	—	—	77	+41
Trackmen, 1910,	79	75	—	—	79	+75
Watchmen, 1910,	18	11	—	—	18	+11
Winders, 1910,	25	16	—	—	25	+16
Winders' helpers, 1910,	13	7	—	—	13	+7
Wiremen, 1910,	70	47	—	—	70	+47
Others, 1907,	8	14	—	—	8	+14
Others, 1908,	10	13	—	—	10	+13
Others, 1910,	41	41	—	—	41	+41
<i>Teaming, 1907.</i>	1,434	1,694	—	—	1,434	+1,694
<i>Teaming, 1908.</i>	384	624	—	—	384	+624
<i>Teaming, 1910.</i>	1,646	1,576	—	—	1,646	+1,576
Coal teamsters, 1907,	289	335	—	—	289	+335
Coal teamsters, 1908,	211	217	—	—	211	+217
Coal handlers and teamsters, 1910,	362	259	—	—	362	+259
Coal handlers and teamsters' helpers, 1910,	126	117	—	—	126	+117
Expressmen, 1907,	95	120	—	—	95	+120
Expressmen, 1908,	110	330	—	—	110	+330
Expressmen, 1910,	105	136	—	—	105	+136
Expressmen's helpers, 1910,	45	48	—	—	45	+48
Ice teamsters, 1908,	56	56	—	—	56	+56
Ice teamsters, 1910,	116	116	—	—	116	+116
Ice teamsters' helpers, 1910,	71	71	—	—	71	+71
Lumber teamsters, 1910,	34	38	—	—	34	+38
Market wagon drivers, 1907,	24	24	—	—	24	+24

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Employees Affected	Total Weekly Increase	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)
<i>Teaming—Con.</i>						
Piano and furniture teamsters, 1907,	165	\$228	—	—	165	+\$228
Piano and furniture teamsters, 1910,	88	95	—	—	88	+95
Sand and tipect drivers, 1907,	200	200	—	—	200	+200
Stablemen and hostlers, 1907,	165	319	—	—	165	+319
Stablemen, 1910,	25	26	—	—	25	+26
Talleymen, 1910,	100	100	—	—	100	+100
Teamsters, 1907,	107	85	—	—	107	+85
Teamsters, 1908,	7	21	—	—	7	+21
Teamsters, 1910,	566	566	—	—	566	+566
Truck drivers, 1907,	300	300	—	—	300	+300
Yardmen, 1907,	89	83	—	—	89	+83
Yardmen and helpers, 1910,	8	4	—	—	8	+4
<i>Freight Handling, 1908.</i>	8	22	—	—	8	+22
<i>Navigation, 1907.</i>	228	352	—	—	228	+352
<i>Navigation, 1910.</i>	56	44	—	—	56	+44
<i>Telegraphs, 1907.</i>	554	808	—	—	554	+808
<i>Telegraphs, 1910.</i>	4,719	2,903	—	—	4,719	+2,903
Wooden Manufactures.						
<i>Planing Mill Products, 1907.</i>	60	60	—	—	60	+60
<i>Planing Mill Products, 1910.</i>	28	1—	—	—	28	1—
<i>Cooperage, 1907.</i>	97	87	—	—	97	+87
<i>Cooperage, 1910.</i>	19	50	—	—	19	+50
<i>Wood Turning and Carving, 1907.</i>	200	300	—	—	200	+300
<i>Wood Turning and Carving, 1908.</i>	—	—	102	\$167	102	—167
<i>Wood Turning and Carving, 1910.</i>	1,098	1,936	32	17	1,130	+1,919
Brush makers, 1910,	173	1—	—	—	173	1—
Cabinet makers and millmen, 1910,	590	1,499	—	—	590	+1,499
Chair makers, 1910,	27	27	32	17	59	+10
Hardwood finishers, 1910,	108	160	—	—	108	+160
Piano and organ workers, 1908,	—	—	102	167	102	—167
Toy makers, 1910,	200	250	—	—	200	+250
Upholsterers, 1907,	200	300	—	—	200	+300
Miscellaneous.						
<i>Barbering, 1907.</i>	109	170	—	—	109	+170
<i>Barbering, 1910.</i>	160	160	—	—	160	+160
Barbers, 1907,	109	170	—	—	109	+170
Barbers, 1910,	160	160	—	—	160	+160
<i>Chemicals, 1907.</i>	148	111	—	—	148	+111
<i>Chemicals, 1909.</i>	24	22	—	—	24	+22
Coopers, 1907,	23	36	—	—	23	+36
Glue factory employees, 1909,	12	15	—	—	12	+15
Laborers, 1907,	125	75	—	—	125	+75
Soap makers, 1909,	212	7	—	—	12	+7

¹ See note on page 50.² The increase in wages was accompanied by a reduction in hours.

TABLE I. — *Changes in RATES OF WAGES, 1907-1910: By Industries and Occupations — Concluded.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (-)
<i>Glass and Glassware, 1908.</i>	—	—	731	\$1,002	731	—\$1,002
<i>Glass and Glassware, 1909.</i>	731	\$1,002	—	—	731	+1,002
<i>Paper and Paper Goods, 1907.</i>	114	54	—	—	114	+54
<i>Paper and Paper Goods, 1908.</i>	27	49	126	82	153	—33
<i>Paper and Paper Goods, 1910.</i>	1,661	896	—	—	1,661	+896
<i>Stationary Enginemen, 1907.</i>	381	868	—	—	381	+868
<i>Stationary Enginemen, 1909.</i>	94	189	—	—	94	+189
<i>Stationary Enginemen, 1910.</i>	230	437	—	—	230	+437
Coal hoisting engineers, 1910,	138	261	—	—	138	+261
Hoisting and portable engineers, 1907, .	150	187	—	—	150	+187
Oilers, 1907,	76	222	—	—	76	+222
Stationary and hoisting and portable engineers, 1909,	41	106	—	—	41	+106
Stationary engineers, 1910,	70	135	—	—	70	+135
Stationary firemen, 1907,	141	417	—	—	141	+417
Stationary firemen, 1909,	53	83	—	—	53	+83
Stationary firemen and helpers, 1910, .	22	41	—	—	22	+41
Wipers, 1907,	14	42	—	—	14	+42
<i>Theatres and Music, 1907.</i>	36	71	—	—	36	+71
<i>Theatres and Music, 1908.</i>	5	8	—	—	5	+8
<i>Theatres and Music, 1909.</i>	32	34	—	—	32	+34
<i>Theatres and Music, 1910.</i>	74	182	—	—	74	+182
Bill posters, 1907,	10	15	—	—	10	+15
Bill posters, 1909,	15	15	—	—	15	+15
Bill posters' helpers, 1909,	15	15	—	—	15	+15
Stage employees, 1907,	26	56	—	—	26	+56
Stage employees, 1908,	5	8	—	—	5	+8
Stage employees, 1909,	2	4	—	—	2	+4
Stage employees, 1910,	74	182	—	—	74	+182
<i>Water, Light, and Power, 1907.</i>	45	11	—	—	45	+11
<i>Water, Light, and Power, 1908.</i>	10	11	132	198	142	—187
<i>Water, Light, and Power, 1910.</i>	8	8	—	—	8	+8
Lamplighters, 1908,	—	—	132	198	132	—198
Linemen, 1907,	35	7	—	—	35	+7
Retort men, 1907,	10	4	—	—	10	+4
Stationary firemen, 1908,	10	11	—	—	10	+11
Stationary firemen, 1910,	8	8	—	—	8	+8
<i>Miscellaneous, 1910.</i>	7	12	—	—	7	+12

TABLE II. — *Changes in RATES OF WAGES in 1907-1910: By Methods of Arrangement.*

METHODS.	INCREASES		DECREASES		NET CHANGES ¹	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
All Methods, 1907,	166,291	\$142,224	351	\$561	166,642	+\$141,663
All Methods, 1908,	5,947	9,339	95,420	98,906	101,367	—89,567
All Methods, 1909,	22,578	17,837	284	444	¹ 22,754	+17,393
All Methods, 1910,	145,659	117,623	473	345	146,132	+117,278
Voluntary, 1907,	81,089	54,677	347	558	81,436	+54,119
Voluntary, 1908,	1,642	2,276	75,868	65,562	77,510	—63,286
Voluntary, 1909,	3,210	3,107	176	314	3,386	+2,793
Voluntary, 1910,	71,204	14,838	395	150	71,599	+14,688
By sliding scale, 1907,	20,730	18,515	—	—	20,730	+18,515
By sliding scale, 1908,	—	—	19,552	33,344	19,552	—33,344
At request of employees, 1907,	64,472	69,032	4	3	64,476	+69,029
At request of employees, 1908,	4,305	7,063	—	—	4,305	+7,063
At request of employees, 1909,	19,368	14,730	108	130	¹ 19,368	+14,600
At request of employees, 1910,	74,455	102,785	78	195	74,533	+102,590
At Request of Employees —						
Without strike, 1907,	61,455	\$66,270	4	\$3	61,459	\$66,267
Without strike, 1908,	3,392	5,773	—	—	3,392	5,773
Without strike, 1909,	12,896	9,460	108	130	¹ 12,896	9,330
Without strike, 1910,	71,025	97,492	78	195	71,103	97,297
After strike, 1907,	3,017	2,762	—	—	3,017	2,762
After strike, 1908,	913	1,290	—	—	913	1,290
After strike, 1909,	6,472	5,270	—	—	6,472	5,270
After strike, 1910,	3,430	5,293	—	—	3,430	5,293
With aid of labor organizations, 1907,	54,015	59,034	—	—	54,015	59,034
With aid of labor organizations, 1908,	3,818	6,225	—	—	3,818	6,225
With aid of labor organizations, 1909,	18,554	13,615	108	130	¹ 18,554	13,485
With aid of labor organizations, 1910,	70,064	99,211	74	195	70,138	99,016
Without aid of labor organizations, 1907,	10,457	9,998	4	3	10,461	9,995
Without aid of labor organizations, 1908,	487	838	—	—	487	838
Without aid of labor organizations, 1909,	814	1,115	—	—	814	1,115
Without aid of labor organizations, 1910,	4,391	3,574	4	3	4,395	3,574
By direct negotiations, 1907,	57,920	60,492	4	3	57,924	60,489
By direct negotiations, 1908,	4,110	6,944	—	—	4,110	6,944
By direct negotiations, 1909,	17,210	13,070	108	130	¹ 17,210	12,940
By direct negotiations, 1910,	70,994	96,107	13	8	71,007	96,099
By arbitration, 1907,	6,552	8,540	—	—	6,552	8,540
By arbitration, 1908,	195	119	—	—	195	119
By arbitration, 1909,	2,158	1,660	—	—	2,158	1,660
By arbitration, 1910,	3,461	6,678	65	187	3,526	6,491
At Request of Employees— Without Strike.						
With aid of labor organizations, 1907,	52,047	\$56,999	—	—	52,047	\$56,999
With aid of labor organizations, 1908,	3,090	5,340	—	—	3,090	5,340
With aid of labor organizations, 1909,	12,348	8,544	108	\$130	¹ 12,348	8,544
With aid of labor organizations, 1910,	66,915	94,164	74	195	66,989	93,969
Without aid of labor organizations, 1907,	9,408	9,271	4	3	9,412	9,268
Without aid of labor organizations, 1908,	302	433	—	—	302	433
Without aid of labor organizations, 1909,	548	786	—	—	548	786
Without aid of labor organizations, 1910,	4,110	3,328	4	3	4,114	3,328
By direct negotiations, 1907,	55,098	57,934	4	3	55,102	57,931
By direct negotiations, 1908,	3,326	5,688	—	—	3,326	5,688
By direct negotiations, 1909,	10,833	7,917	108	130	¹ 10,833	7,787
By direct negotiations, 1910,	67,564	90,814	13	8	67,577	90,806
By arbitration, 1907,	6,357	8,336	—	—	6,357	8,336
By arbitration, 1908,	66	85	—	—	66	85
By arbitration, 1909,	2,063	1,543	—	—	2,063	1,543
By arbitration, 1910,	3,461	6,678	65	187	3,526	6,491

¹ Employees whose wages were changed upwards and downwards during the year are included under both "Increases" and "Decreases" but are counted only once under "Net Changes."

² Less than one dollar.

TABLE II. — *Changes in RATES OF WAGES in 1907-1910: By Methods of Arrangement — Concluded.*

METHODS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
At Request of Employees — After Strike.						
With aid of labor organizations, 1907, . . .	1,968	\$2,035	—	—	1,968	\$2,035
With aid of labor organizations, 1908, . . .	728	885	—	—	728	885
With aid of labor organizations, 1909, . . .	6,206	4,941	—	—	6,206	4,941
With aid of labor organizations, 1910, . . .	3,149	5,047	—	—	3,149	5,047
Without aid of labor organizations, 1907, . . .	1,049	727	—	—	1,049	727
Without aid of labor organizations, 1908, . . .	185	405	—	—	185	405
Without aid of labor organizations, 1909, . . .	266	329	—	—	266	329
Without aid of labor organizations, 1910, . . .	281	246	—	—	281	246
By direct negotiations, 1907,	2,822	2,558	—	—	2,822	2,558
By direct negotiations, 1908,	784	1,256	—	—	784	1,256
By direct negotiations, 1909,	6,377	5,153	—	—	6,377	5,153
By direct negotiations, 1910,	3,430	5,293	—	—	3,430	5,293
By arbitration, 1907,	195	204	—	—	195	204
By arbitration, 1908,	129	34	—	—	129	34
By arbitration, 1909,	95	117	—	—	95	117

TABLE III. — *Methods by which Changes in RATES OF*

	INDUSTRIES.	Voluntary	Under Sliding Scale
1	All Industries, 1907,	81,436	20,730
2	All Industries, 1908,	77,510	19,552
3	All Industries, 1909,	3,386	—
4	All Industries, 1910,	71,599	—
Building and Stone Working.			
5	Building trades, 1907,	16	—
6	Building trades, 1908,	12	—
7	Building trades, 1909,	179	—
8	Building trades, 1910,	29	—
9	Building and street labor, 1907,	12	—
10	Building and street labor, 1908,	—	—
11	Building and street labor, 1909,	—	—
12	Building and street labor, 1910,	—	—
13	Stone working, 1907,	—	—
14	Stone working, 1908,	—	—
15	Stone working, 1909,	76	—
16	Stone working, 1910,	—	—
Clothing.			
17	Boots and shoes, 1907,	—	—
18	Boots and shoes, 1908,	15	—
19	Boots and shoes, 1909,	31	—
20	Boots and shoes, 1910,	891	—
21	Garments, 1907,	88	—
22	Garments, 1908,	—	—
23	Garments, 1909,	—	—
24	Garments, 1910,	324	—
25	Gloves, 1910,	7	—
26	Hats and caps, 1907,	—	—
27	Hats and caps, 1910,	158	—
28	Shirts, collars, and laundry, 1907,	—	—
29	Shirts, collars, and laundry, 1909,	—	—
30	Shirts, collars, and laundry, 1910,	—	—
Food, Liquors, and Tobacco.			
31	Food products, 1907,	—	—
32	Food products, 1908,	—	—
33	Food products, 1909,	—	—
34	Food products, 1910,	1,708	—
35	Liquors, 1907,	—	—
36	Liquors, 1908,	—	—
37	Liquors, 1909,	—	—
38	Liquors, 1910,	—	—
39	Tobacco, 1907,	—	—
40	Tobacco, 1908,	200	—
41	Tobacco, 1910,	19	—
Leather and Rubber Goods.			
42	Leather and leather goods, 1907,	—	—
43	Leather and leather goods, 1910,	180	—
44	Rubber and gutta percha goods, 1907,	40	—
45	Rubber and gutta percha goods, 1909,	9	—
46	Rubber and gutta percha goods, 1910,	105	—
Metals, Machinery, and Shipbuilding.			
47	Iron and steel manufactures, 1907,	2,445	—
48	Iron and steel manufactures, 1908,	18	—
49	Iron and steel manufactures, 1909,	42	—
50	Iron and steel manufactures, 1910,	6,275	—
51	Miscellaneous metal manufactures, 1907,	346	—
52	Miscellaneous metal manufactures, 1909,	2	—
53	Miscellaneous metal manufactures, 1910,	553	—
54	Shipbuilding, 1907,	—	—
55	Shipbuilding, 1908,	—	—
56	Shipbuilding, 1910,	—	—

WAGES were Arranged in 1907-1910: By Industries.

AT REQUEST OF EMPLOYEES							
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration	Totals	
61,459	3,017	54,015	10,461	57,924	6,552	64,476	1
3,392	913	3,818	487	4,110	195	4,305	2
12,896	6,472	18,554	814	17,210	2,158	19,368	3
71,103	3,430	70,138	4,395	71,007	3,526	74,533	4
14,022	182	14,180	24	7,916	6,288	14,204	5
720	261	821	160	981	—	981	6
7,831	1,705	9,505	31	9,536	—	9,536	7
18,689	2,233	20,892	30	20,883	39	20,922	8
330	126	411	45	456	—	456	9
—	100	—	100	100	—	100	10
48	204	122	130	172	80	252	11
2,182	356	2,538	—	2,538	—	2,538	12
38	227	265	—	265	—	265	13
237	325	562	—	562	—	562	14
664	342	1,006	—	1,006	—	1,006	15
24	—	24	—	24	—	24	16
1,861	15	1,138	738	1,853	23	1,876	17
758	16	753	21	718	56	774	18
357	241	524	74	516	82	598	19
2,116	284	2,103	297	1,006	1,394	2,400	20
127	—	127	—	127	—	127	21
83	—	83	—	83	—	83	22
140	—	140	—	140	—	140	23
565	12	551	26	577	—	577	24
—	—	—	—	—	—	—	25
52	—	52	—	52	—	52	26
—	16	16	—	16	—	16	27
11	—	11	—	11	—	11	28
25	—	25	—	25	—	25	29
4	—	4	—	4	—	4	30
79	—	35	44	79	—	79	31
—	48	—	48	48	—	48	32
300	—	—	300	300	—	300	33
27	—	—	27	27	—	27	34
47	129	170	6	176	—	176	35
139	—	114	25	139	—	139	36
704	—	704	—	704	—	704	37
1,010	—	966	44	1,010	—	1,010	38
105	383	488	—	488	—	488	39
58	22	80	—	80	—	80	40
—	—	—	—	—	—	—	41
100	—	100	—	100	—	100	42
—	—	—	—	—	—	—	43
207	—	—	207	207	—	207	44
—	—	—	—	—	—	—	45
—	—	—	—	—	—	—	46
1,083	231	1,034	280	1,183	131	1,314	47
430	—	430	—	430	—	430	48
70	—	—	70	70	—	70	49
3,164	144	1,975	1,333	3,308	—	3,308	50
47	16	63	—	63	—	63	51
41	—	41	—	41	—	41	52
290	6	266	30	296	—	296	53
36	78	114	—	114	—	114	54
9	—	9	—	9	—	9	55
60	—	—	60	60	—	60	56

TABLE III. — *Methods by which Changes in RATES OF WAGES*

	INDUSTRIES.	Voluntary	Under Sliding Scale
Printing and Allied Trades.			
1	Printing and publishing, 1907,	-	-
2	Printing and publishing, 1908,	-	-
3	Printing and publishing, 1909,	42	-
4	Printing and publishing, 1910,	80	-
5	Bookbinding and blankbook making, 1907,	-	-
6	Bookbinding and blankbook making, 1909,	262	-
7	Lithographing and engraving, 1908,	-	-
8	Lithographing and engraving, 1910,	-	-
Public Employment.			
9	Federal employees, 1907,	2,613	-
10	Federal employees, 1908,	1,114	-
11	Federal employees, 1909,	495	-
12	Federal employees, 1910,	533	-
13	State employees, 1907,	295	-
14	State employees, 1908,	100	-
15	Municipal employees, 1907,	3,169	-
16	Municipal employees, 1908,	509	-
17	Municipal employees, 1909,	7	-
18	Municipal employees, 1910,	48	-
Restaurants and Trade.			
19	Hotels and restaurants, 1909,	-	-
20	Trade, 1910,	-	-
Textiles.			
21	Bleaching, dyeing, and printing, 1907,	297	-
22	Bleaching, dyeing, and printing, 1908,	303	-
23	Bleaching, dyeing, and printing, 1910,	1,434	-
24	Cotton goods, 1907,	55,732	29,730
25	Cotton goods, 1908,	63,851	19,552
26	Cotton goods, 1909,	1,146	-
27	Cotton goods, 1910,	14,128	-
28	Flax, hemp, and jute goods, 1907,	597	-
29	Flax, hemp, and jute goods, 1908,	2,200	-
30	Flax, hemp, and jute goods, 1909,	110	-
31	Flax, hemp, and jute goods, 1910,	733	-
32	Hosiery and knit goods, 1907,	4,000	-
33	Hosiery and knit goods, 1908,	4,154	-
34	Hosiery and knit goods, 1910,	556	-
35	Woolen and worsted goods, 1907,	10,428	-
36	Woolen and worsted goods, 1908,	3,886	-
37	Woolen and worsted goods, 1909,	-	-
38	Woolen and worsted goods, 1910,	31,442	-
39	Other textiles, 1909,	24	-
40	Other textiles, 1910,	1,163	-
Transportation.			
41	Steam railroads, 1907,	142	-
42	Steam railroads, 1908,	29	-
43	Steam railroads, 1909,	-	-
44	Steam railroads, 1910,	321	-
45	Street railways, 1907,	456	-
46	Street railways, 1908,	-	-
47	Street railways, 1909,	214	-
48	Street railways, 1910,	4,198	-
49	Teaming, 1907,	54	-
50	Teaming, 1908,	-	-
51	Teaming, 1910,	50	-
52	Navigation, 1907,	-	-
53	Navigation, 1910,	44	-
54	Freight handling, 1908,	8	-
55	Telegraphs, 1907,	546	-
56	Telegraphs, 1910,	4,719	-

were Arranged in 1907-1910: By Industries — Continued.

AT REQUEST OF EMPLOYEES							
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration	Totals	
1,818	—	1,818	—	1,818	—	1,818	1
95	—	95	—	95	—	95	2
864	—	864	—	314	550	864	3
1,452	—	1,433	19	1,452	—	1,452	4
—	5	5	—	5	—	5	5
—	—	—	—	—	—	—	6
6	—	6	—	6	—	6	7
14	—	14	—	14	—	14	8
—	—	—	—	—	—	—	9
—	—	—	—	—	—	—	10
—	—	—	—	—	—	—	11
—	—	—	—	—	—	—	12
422	—	58	364	422	—	422	13
28	—	28	—	28	—	28	14
446	35	45	436	481	—	481	15
134	—	1	133	134	—	134	16
4	—	—	4	4	—	4	17
895	—	203	692	895	—	895	18
12	—	12	—	12	—	12	19
217	8	225	—	225	—	225	20
328	—	—	328	328	—	328	21
—	—	—	—	—	—	—	22
84	—	—	84	84	—	84	23
19,852	906	13,591	7,167	20,758	—	20,758	24
—	—	—	—	—	—	—	25
245	3,809	3,809	—	3,809	—	3,809	26
—	171	127	289	416	—	416	27
—	—	—	—	—	—	—	28
—	—	—	—	—	—	—	29
—	—	—	—	—	—	—	30
19	—	—	19	19	—	19	31
82	—	82	—	82	—	82	32
—	—	—	—	—	—	—	33
53	—	—	53	53	—	53	34
395	58	285	168	453	—	453	35
—	—	—	—	—	—	—	36
37	28	30	35	65	—	65	37
270	44	30	284	314	—	314	38
100	52	—	152	152	—	152	39
—	—	—	—	—	—	—	40
17,228	259	17,487	—	17,487	—	17,487	41
89	—	89	—	89	—	89	42
135	—	135	—	135	—	135	43
31,304	—	31,304	—	30,400	904	31,304	44
464	—	—	464	464	—	464	45
341	—	341	—	341	—	341	46
1,446	75	1,521	—	75	1,446	1,521	47
5,551	—	4,893	658	4,395	1,156	5,551	48
1,166	214	1,380	—	1,270	110	1,380	49
248	136	384	—	255	129	384	50
1,521	75	1,416	180	1,563	33	1,596	51
216	12	228	—	228	—	228	52
12	—	12	—	12	—	12	53
—	—	—	—	—	—	—	54
8	—	8	—	8	—	8	55
—	—	—	—	—	—	—	56

TABLE III. — *Methods by which Changes in RATES OF WAGES*

	INDUSTRIES.	Voluntary	Under Sliding Scale
Wooden Manufactures.			
1	Saw and planing mill products, 1907,	—	—
2	Saw and planing mill products, 1910,	28	—
3	Cooperage, 1907,	—	—
4	Cooperage, 1910,	—	—
5	Wood turning and carving, 1907,	—	—
6	Wood turning and carving, 1908,	102	—
7	Wood turning and carving, 1910,	432	—
Miscellaneous.			
8	Barbering, 1907,	23	—
9	Barbering, 1910,	—	—
10	Chemicals, 1907,	—	—
11	Chemicals, 1909,	16	—
12	Glass and glassware, 1908,	731	—
13	Glass and glassware, 1909,	731	—
14	Paper and paper goods, 1907,	102	—
15	Paper and paper goods, 1908,	146	—
16	Paper and paper goods, 1910,	1,434	—
17	Stationary enginemen, 1907,	—	—
18	Stationary enginemen, 1909,	—	—
19	Stationary enginemen, 1910,	—	—
20	Theatres and music, 1907,	—	—
21	Theatres and music, 1908,	—	—
22	Theatres and music, 1909,	—	—
23	Theatres and music, 1910,	—	—
24	Water, light, and power, 1907,	35	—
25	Water, light, and power, 1908,	132	—
26	Water, light, and power, 1910,	—	—
27	Miscellaneous, 1910,	7	—

were Arranged in 1907-1910: *By Industries* — Concluded.

AT REQUEST OF EMPLOYEES								
Without- Strike	After Strike	With Aid of Labor Or- ganizations	Without Aid of Labor Or- ganizations	By Direct Negotiations	By Arbitration	Totals		
44	16	23	37	60	-	60	1	
-	-	-	-	-	-	-	2	
97	-	97	-	97	-	97	3	
19	-	19	-	19	-	19	4	
200	-	200	-	200	-	200	5	
-	-	-	-	-	-	-	6	
687	11	698	-	698	-	698	7	
86	-	86	-	86	-	86	8	
160	-	-	160	160	-	160	9	
23	125	18	130	148	-	148	10	
8	-	-	8	8	-	8	11	
-	-	-	-	-	-	-	12	
-	-	-	-	-	-	-	13	
12	-	12	-	12	-	12	14	
7	-	7	-	7	-	7	15	
157	70	125	102	227	-	227	16	
381	-	368	13	381	-	381	17	
94	-	86	8	94	-	94	18	
230	-	230	-	230	-	230	19	
36	-	36	-	36	-	36	20	
-	5	5	-	5	-	5	21	
16	16	30	2	32	-	32	22	
74	-	74	-	74	-	74	23	
10	-	-	10	10	-	10	24	
10	-	10	-	-	10	10	25	
8	-	-	8	8	-	8	26	
-	-	-	-	-	-	-	27	

TABLE IV. — *Changes in RATES OF WAGES in 1907-1910: By Localities.*

LOCALITIES.	INCREASES		DECREASES		NET CHANGES	
	Number of Employees Affected	Total Weekly Increase ²	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Increase (+) or Decrease (—)
The State, 1907,	166,291	\$142,224	351	\$561	166,642	+\$141,663
The State, 1908,	5,947	9,339	95,420	98,906	101,367	—89,567
The State, 1909,	22,578	17,837	284	444	22,754	+17,393
The State, 1910,	145,659	117,623	473	345	146,132	+117,278
Abington, 1908,	8	12	—	—	8	+12
Abington, 1909,	27	81	—	—	27	+81
Acton, 1910,	19	—	—	—	19	—
Adams, 1907,	3,459	3,104	—	—	3,459	+3,104
Adams, 1908,	12	18	3,292	2,896	3,304	—2,878
Adams, 1910,	185	142	—	—	185	+142
Agawam, 1910,	57	12	1	1	58	+11
Amesbury, 1907,	682	389	5	4	687	+385
Amesbury, 1908,	—	—	671	423	671	—423
Arlington, 1909,	8	19	8	10	18	+9
Arlington, 1910,	63	84	—	—	63	+84
Athol, 1907,	340	536	—	—	340	+536
Athol, 1910,	668	917	—	—	668	+917
Attleborough, 1907,	494	882	—	—	494	+882
Attleborough, 1908,	—	—	213	132	213	—132
Attleborough, 1910,	225	57	4	—	229	+57
Auburn, 1910,	57	65	—	—	57	+65
Barre, 1907,	50	75	—	—	50	+75
Barre, 1908,	—	—	101	61	101	—61
Barre, 1910,	58	—	—	—	58	—
Bellingham, 1910,	20	13	—	—	20	+13
Belmont, 1907,	33	10	15	3	48	+7
BEVERLY, 1907,	5	9	—	—	5	+9
BEVERLY, 1908,	103	157	—	—	103	+157
BEVERLY, 1910,	357	406	—	—	357	+406
Billerica, 1907,	125	75	—	—	125	+75
Billerica, 1910,	546	—	—	—	546	—
Blackstone, 1910,	15	21	—	—	15	+21
BOSTON, 1907,	18,158	24,205	70	180	18,228	+24,025
BOSTON, 1908,	1,999	3,069	501	788	2,500	+2,281
BOSTON, 1909,	7,661	4,552	130	180	7,796	+4,372
BOSTON, 1910,	15,897	22,043	19	28	15,916	+22,015
Braintree, 1910,	147	5	—	—	147	+5
Bridgewater, 1907,	34	51	—	—	34	+51
Bridgewater, 1908,	50	150	—	—	50	+150
Bridgewater, 1909,	76	56	—	—	76	+56
Bridgewater, 1910,	40	67	—	—	40	+67
BROCKTON, 1907,	2,170	3,486	—	—	2,170	+3,486
BROCKTON, 1908,	300	214	—	—	300	+214
BROCKTON, 1909,	83	102	—	—	83	+102
BROCKTON, 1910,	2,319	2,775	65	187	2,384	+2,588
Brookfield, 1910,	9	1	11	2	20	—1
Brookline, 1908,	74	71	—	—	74	+71
Brookline, 1909,	370	46	—	—	370	+46
Brookline, 1910,	633	878	—	—	633	+878
CAMBRIDGE, 1907,	347	441	—	—	347	+441
CAMBRIDGE, 1909,	469	246	24	34	478	+212
CAMBRIDGE, 1910,	399	336	—	—	399	+336
Canton, 1908,	15	27	—	—	15	+27
Canton, 1910,	47	58	—	—	47	+58

¹ Employees whose wages were changed upwards and downwards during the year are included under both "Increases" and "Decreases" but are counted only once under "Net Changes."

² Many employees received increases in their hourly rates of wages, but as the result of an accompanying reduction in hours of labor, their weekly wages remained practically unaltered.

TABLE IV. — *Changes in RATES OF WAGES in 1907-1910: By Localities — Continued.*

LOCALITIES.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
Chelmsford, 1907,	12	\$18	—	—	12	+\$18
Chelmsford, 1909,	97	107	—	—	97	+107
Chelmsford, 1910,	779	—	—	—	779	—
CHELSEA, 1907,	338	351	—	—	338	+351
CHELSEA, 1909,	201	62	—	—	201	+62
CHELSEA, 1910,	453	459	—	—	453	+459
CHICOPEE, 1907,	3,464	1,857	40	\$21	3,504	+1,836
CHICOPEE, 1908,	—	—	3,418	2,124	3,418	—2,124
CHICOPEE, 1910,	142	179	—	—	142	+179
Clinton, 1907,	1,958	1,211	—	—	1,958	+1,211
Clinton, 1908,	150	234	1,995	1,848	2,145	—1,614
Clinton, 1910,	82	119	—	—	82	+119
Colrain, 1910,	45	—	—	—	45	—
Concord, 1909,	66	108	—	—	66	+108
Concord, 1910,	167	5	—	—	167	+5
Conway, 1910,	36	—	—	—	36	—
Dalton, 1910,	545	399	—	—	545	+399
Danvers, 1907,	171	613	—	—	171	+613
Danvers, 1910,	56	—	—	—	56	—
Dedham, 1910,	105	21	—	—	105	+21
Dighton, 1908,	25	38	—	—	25	+38
Douglas, 1910,	170	—	—	—	170	—
Dracut, 1909,	5	6	—	—	5	+6
Dracut, 1910,	523	—	—	—	523	—
Dudley, 1910,	115	98	—	—	115	+98
Easthampton, 1907,	15	22	—	—	15	+22
Easthampton, 1910,	1,115	81	—	—	1,115	+81
East Longmeadow, 1908,	106	156	—	—	106	+156
East Longmeadow, 1909,	6	9	—	—	6	+9
Easton, 1907,	340	204	—	—	340	+204
Easton, 1910,	29	40	—	—	29	+40
Enfield, 1910,	38	8	—	—	38	+8
EVERETT, 1909,	73	—	—	—	73	—
EVERETT, 1910,	85	85	—	—	85	+85
FALL RIVER, 1907,	29,116	26,616	—	—	29,116	+26,616
FALL RIVER, 1908,	106	213	26,824	42,361	26,930	—42,148
FALL RIVER, 1909,	3,896	2,010	—	—	3,896	+2,010
FALL RIVER, 1910,	2,681	1,429	271	58	2,952	+1,371
FITCHBURG, 1907,	2,087	1,631	—	—	2,087	+1,631
FITCHBURG, 1908,	—	—	1,035	1,326	1,035	—1,326
FITCHBURG, 1909,	55	33	—	—	55	+33
FITCHBURG, 1910,	1,457	451	—	—	1,457	+451
Foxborough, 1907,	1	1	—	—	1	+1
Foxborough, 1910,	139	—	—	—	139	—
Framingham, 1907,	680	694	—	—	680	+694
Framingham, 1908,	10	27	—	—	10	+27
Framingham, 1909,	53	113	—	—	53	+113
Framingham, 1910,	274	104	—	—	274	+104
Franklin, 1910,	342	99	—	—	342	+99
Freetown, 1908,	8	12	—	—	8	+12
Freetown, 1910,	—	—	13	3	13	—3

TABLE IV. — *Changes in RATES OF WAGES in 1907-1910: By Localities — Continued.*

LOCALITIES.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
Gardner, 1907,	50	\$75	—	—	50	+\$75
Gardner, 1908,	13	31	—	—	13	+31
Gardner, 1909,	92	155	—	—	92	+155
Gardner, 1910,	—	—	32	\$17	32	—17
GLOUCESTER, 1909,	337	507	—	—	337	+507
GLOUCESTER, 1910,	152	438	—	—	152	+438
Grafton, 1907,	651	477	—	—	651	+477
Grafton, 1908,	—	—	642	466	642	—466
Grafton, 1909,	20	30	—	—	20	+30
Grafton, 1910,	90	10	—	—	90	+10
Great Barrington, 1907,	514	253	—	—	514	+253
Great Barrington, 1909,	34	102	—	—	34	+102
Great Barrington, 1910,	93	175	—	—	93	+175
Greenfield, 1909,	24	58	—	—	24	+58
Greenfield, 1910,	40	60	—	—	40	+60
Hardwick, 1907,	3	4	—	—	3	+4
Haverhill, 1907,	331	301	—	—	331	+301
Haverhill, 1908,	75	113	—	—	75	+113
Haverhill, 1909,	84	91	—	—	84	+91
Haverhill, 1910,	848	644	—	—	848	+644
Hingham, 1910,	133	83	—	—	133	+83
Holliston, 1910,	5	3	—	—	5	+3
Holyoke, 1907,	4,542	3,551	—	—	4,542	+3,551
Holyoke, 1908,	5	7	2,456	1,516	2,461	—1,509
Holyoke, 1909,	100	65	—	—	100	+65
Holyoke, 1910,	2,405	1,058	—	—	2,405	+1,058
Hopkinton, 1909,	24	22	—	—	24	+22
Hudson, 1910,	12	—	—	—	12	—
Hull, 1910,	25	3	—	—	25	+3
Huntington, 1907,	27	118	—	—	27	+118
Huntington, 1910,	51	—	—	—	51	—
Hyde Park, 1907,	194	136	—	—	194	+136
Hyde Park, 1908,	—	—	206	176	206	—176
Hyde Park, 1910,	82	121	—	—	82	+121
Ipswich, 1910,	21	32	—	—	21	+32
Lancaster, 1907,	6	6	—	—	6	+6
LAWRENCE, 1907,	14,426	6,394	—	—	14,426	+6,394
LAWRENCE, 1908,	97	155	10,256	7,410	10,353	—7,255
LAWRENCE, 1909,	445	827	—	—	445	+827
LAWRENCE, 1910,	25,246	1,137	—	—	25,246	+1,137
Lee, 1910,	252	321	—	—	252	+321
Lenox, 1908,	15	22	—	—	15	+22
Lenox, 1910,	96	189	—	—	96	+189
Leominster, 1907,	95	114	—	—	95	+114
Leominster, 1910,	80	134	—	—	80	+134
Littleton, 1910,	48	8	—	—	48	+8
LOWELL, 1907,	18,360	7,485	2	2	18,362	+7,483
LOWELL, 1908,	4	13	15,903	13,068	15,907	—13,055
LOWELL, 1909,	45	67	—	—	45	+67
LOWELL, 1910,	3,418	1,525	—	—	3,418	+1,525
Ludlow, 1908,	—	—	2,000	920	2,000	—920
Ludlow, 1909,	—	—	110	202	110	—202
Ludlow, 1910,	90	256	—	—	90	+256
LYNN, 1907,	255	467	—	—	255	+467
LYNN, 1908,	872	2,131	—	—	872	+2,131

TABLE IV. — *Changes in RATES OF WAGES in 1907-1910: By Localities — Continued.*

LOCALITIES.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
LYNN, 1909,	558	\$1,187	—	—	558	+ \$1,187
LYNN, 1910,	1,764	2,943	5	85	1,769	+ 2,938
MALDEN, 1909,	75	—	—	—	75	—
MALDEN, 1910,	170	125	—	—	170	+125
Manchester, 1910,	60	80	—	—	60	+80
Mansfield, 1910,	40	66	—	—	40	+66
Marblehead, 1909,	26	37	—	—	26	+37
Marblehead, 1910,	79	104	—	—	79	+104
Marion, 1910,	40	84	—	—	40	+84
MARLBOROUGH, 1908,	49	88	—	—	49	+88
MARLBOROUGH, 1909,	119	161	—	—	119	+161
MARLBOROUGH, 1910,	77	136	—	—	77	+136
Maynard, 1910,	2,541	42	—	—	2,541	+42
Medfield, 1907,	27	91	—	—	27	+91
Medfield, 1908,	6	6	—	—	6	+6
MEDFORD, 1907,	30	90	—	—	30	+90
MEDFORD, 1908,	26	31	—	—	26	+31
MEDFORD, 1909,	30	—	—	—	30	—
MEDFORD, 1910,	114	27	—	—	114	+27
MELROSE, 1907,	372	435	—	—	372	+435
MELROSE, 1910,	71	94	—	—	71	+94
Merrimac, 1909,	55	52	—	—	55	+52
Methuen, 1907,	256	154	—	—	256	+154
Methuen, 1908,	31	46	1,076	571	1,107	—525
Methuen, 1910,	225	1—8	—	—	225	1—8
Middleborough, 1910,	69	101	—	—	69	+101
Milford, 1907,	281	238	—	—	281	+238
Milford, 1909,	97	51	—	—	97	+51
Milford, 1910,	173	180	—	—	173	+180
Millbury, 1907,	207	127	—	—	207	+127
Millbury, 1910,	42	3	—	—	42	+3
Milton, 1909,	50	—	—	—	50	—
Milton, 1910,	66	44	—	—	66	+44
Monson, 1907,	75	112	—	—	75	+112
Monson, 1908,	65	78	—	—	65	+78
Monson, 1909,	23	10	—	—	23	+10
Monson, 1910,	17	—	—	—	17	—
Montague, 1908,	8	4	126	82	134	—78
Montague, 1910,	364	202	—	—	364	+202
Nahant, 1910,	23	31	—	—	23	+31
Nantucket, 1909,	80	72	—	—	80	+72
Natick, 1910,	178	253	—	—	178	+253
Needham, 1910,	67	70	—	—	67	+70
NEW BEDFORD, 1907,	18,172	15,564	—	—	18,172	+15,564
NEW BEDFORD, 1908,	53	64	17,115	17,250	17,168	—17,186
NEW BEDFORD, 1909,	950	1,319	—	—	950	+1,319
NEW BEDFORD, 1910,	1,067	2,041	—	—	1,067	+2,041
NEWBURYPORT, 1907,	197	78	—	—	197	+78
NEWBURYPORT, 1910,	102	97	—	—	102	+97
NEWTON, 1908,	90	135	—	—	90	+135
NEWTON, 1909,	40	60	—	—	40	+60
NEWTON, 1910,	1,221	146	—	—	1,221	+146
Norfolk, 1910,	84	58	—	—	84	+58

¹ These employees received increases in their hourly rates of wages, but as the result of an accompanying reduction in hours of labor, their weekly wages were reduced.

TABLE IV. — *Changes in RATES OF WAGES in 1907-1910: By Localities — Continued.*

LOCALITIES.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
NORTH ADAMS, 1907,	2,529	\$1,933	—	—	2,529	+ \$1,933
NORTH ADAMS, 1908,	47	66	—	—	47	+66
NORTH ADAMS, 1909,	181	350	—	—	181	+350
NORTH ADAMS, 1910,	413	199	—	—	413	+199
NORTHAMPTON, 1907,	92	43	—	—	92	+43
NORTHAMPTON, 1908,	2	7	160	\$79	162	—72
NORTHAMPTON, 1909,	38	57	—	—	38	+57
NORTHAMPTON, 1910,	433	295	—	—	433	+295
North Andover, 1910,	1,120	38	—	—	1,120	+38
North Attleborough, 1910,	168	1	—	—	168	+1
Northbridge, 1907,	3,227	2,488	—	—	3,227	+2,488
Northbridge, 1908,	—	—	437	693	437	—693
Northbridge, 1910,	33	—	—	—	33	—
Norton, 1910,	8	—	—	—	8	—
Norwood, 1907,	40	72	—	—	40	+72
Norwood, 1909,	383	133	—	—	383	+133
Norwood, 1910,	63	68	—	—	63	+68
Oxford, 1907,	16	28	—	—	16	+28
Oxford, 1910,	102	39	—	—	102	+39
Palmer, 1907,	2,043	1,089	—	—	2,043	+1,089
Palmer, 1908,	—	—	614	264	614	—264
Palmer, 1910,	82	—	—	—	82	—
Peabody, 1907,	13	39	198	322	211	—283
Peabody, 1908,	11	19	—	—	11	+19
Peabody, 1909,	8	13	—	—	8	+13
Peabody, 1910,	45	—	—	—	45	—
Pepperell, 1910,	82	—	—	—	82	—
PITTSFIELD, 1907,	524	1,241	—	—	524	+1,241
PITTSFIELD, 1908,	7	21	—	—	7	+21
PITTSFIELD, 1909,	486	306	—	—	486	+306
PITTSFIELD, 1910,	1,630	674	—	—	1,630	+674
Plymouth, 1910,	920	101	—	—	920	+101
QUINCY, 1907,	84	228	—	—	84	+228
QUINCY, 1908,	334	430	—	—	334	+430
QUINCY, 1909,	249	239	—	—	249	+239
QUINCY, 1910,	1,044	807	—	—	1,044	+807
Randolph, 1908,	20	30	—	—	20	+30
Revere, 1908,	74	111	—	—	74	+111
Revere, 1909,	43	—	—	—	43	—
Revere, 1910,	84	1—76	—	—	84	1—76
Rockland, 1908,	16	24	—	—	16	+24
Rockland, 1910,	35	47	—	—	35	+47
Royalston, 1910,	12	—	—	—	12	—
SALEM, 1907,	2,501	2,415	—	—	2,501	+2,415
SALEM, 1908,	—	—	1,412	1,089	1,412	—1,089
SALEM, 1909,	1,234	725	—	—	1,234	+725
SALEM, 1910,	1,471	1,099	—	—	1,471	+1,099
Saugus, 1910,	25	33	—	—	25	+33
Sharon, 1910,	33	44	—	—	33	+44
Shirley, 1910,	241	—	—	—	241	—
Somerset, 1909,	7	17	—	—	7	+17
SOMERVILLE, 1907,	83	80	—	—	83	+80
SOMERVILLE, 1909,	120	—	—	—	120	—
SOMERVILLE, 1910,	140	132	—	—	140	+132
Southborough, 1910,	5	—	—	—	5	—

¹ See note on page 75.

TABLE IV. — *Changes in RATES OF WAGES in 1907-1910: By Localities — Continued.*

LOCALITIES.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (-)
Southbridge, 1907,	181	\$172	-	-	181	+\$172
Southbridge, 1909,	42	63	-	-	42	+63
Southbridge, 1910,	65	-	-	-	65	-
South Hadley, 1907,	258	368	-	-	258	+368
Spencer, 1910,	12	-	-	-	12	-
SPRINGFIELD, 1907,	845	1,451	17	\$28	862	+1,423
SPRINGFIELD, 1908,	523	428	2	4	525	+424
SPRINGFIELD, 1909,	609	706	3	6	612	+700
SPRINGFIELD, 1910,	3,110	2,668	12	25	3,122	+2,643
Stoneham, 1910,	43	-	-	-	43	-
Stoughton, 1907,	56	94	-	-	56	+94
Stoughton, 1910,	111	53	-	-	111	+53
Stow, 1910,	86	6	-	-	86	+66
Sturbridge, 1908,	-	-	275	99	275	-99
Sutton, 1907,	615	431	-	-	615	+431
Sutton, 1908,	-	-	588	712	588	-712
Sutton, 1910,	77	30	-	-	77	+30
Swansea, 1910,	39	-	-	-	39	-
TAUNTON, 1907,	2,840	3,479	-	-	2,840	+3,479
TAUNTON, 1908,	112	89	981	1,074	1,093	-985
TAUNTON, 1909,	214	248	-	-	214	+248
TAUNTON, 1910,	180	154	-	-	180	+154
Tewksbury, 1908,	22	70	-	-	22	+70
Townsend, 1907,	70	46	-	-	70	+46
Uxbridge, 1907,	158	104	-	-	158	+104
Uxbridge, 1910,	8	-	-	-	8	-
Wakefield, 1907,	60	45	-	-	60	+45
Wakefield, 1910,	117	57	-	-	117	+57
Walpole, 1910,	151	17	-	-	151	+17
WALTHAM, 1907,	1,032	515	-	-	1,032	+515
WALTHAM, 1908,	-	-	627	144	627	-144
WALTHAM, 1909,	4	6	-	-	4	+6
WALTHAM, 1910,	212	119	-	-	212	+119
Ware, 1907,	2,009	1,107	-	-	2,009	+1,107
Ware, 1908,	-	-	1,995	958	1,995	-958
Ware, 1910,	1,523	38	-	-	1,523	+38
Wareham, 1908,	43	129	-	-	43	+129
Warren, 1907,	806	538	-	-	806	+538
Watertown, 1907,	380	473	-	-	380	+473
Watertown, 1908,	40	66	-	-	40	+66
Watertown, 1909,	68	87	9	12	77	+75
Watertown, 1910,	383	199	7	9	390	+190
Webster, 1907,	2,281	1,722	-	-	2,281	+1,722
Webster, 1909,	4	10	-	-	4	+10
Webster, 1910,	1,211	9	-	-	1,211	+9
Wellesley, 1908,	20	24	-	-	20	+24
Wellesley, 1910,	109	1	-	-	109	+1
Westborough, 1907,	43	77	-	-	43	+77
Westborough, 1909,	6	9	-	-	6	+9
West Brookfield, 1910,	61	-	-	-	61	-
Westfield, 1910,	249	141	-	-	249	+141
Westford, 1910,	282	43	-	-	282	+43

TABLE IV. — *Changes in RATES OF WAGES in 1907-1910: By Localities — Concluded.*

LOCALITIES.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
Westport, 1908,	48	\$144	—	—	48	+ \$144
West Springfield, 1907,	16	14	—	—	16	+14
Whitman, 1907,	33	49	—	—	33	+49
Whitman, 1908,	69	114	—	—	69	+114
Whitman, 1909,	14	27	—	—	14	+27
Whitman, 1910,	137	333	—	—	137	+333
Williamstown, 1907,	260	276	—	—	260	+276
Williamstown, 1910,	80	65	—	—	80	+65
Winchendon, 1907,	15	23	—	—	15	+23
Winchendon, 1908,	—	—	357	\$150	357	—150
Winchendon, 1910,	465	277	—	—	465	+277
Winchester, 1910,	52	51	—	—	52	+51
Winthrop, 1909,	40	—	—	—	40	—
Winthrop, 1910,	68	192	—	—	68	+192
Woburn, 1907,	56	116	—	—	56	+116
Woburn, 1908,	—	—	12	14	12	—14
Woburn, 1910,	16	—	—	—	16	—
WORCESTER, 1907,	457	447	2	1—	459	+447
WORCESTER, 1908,	—	—	102	167	102	—167
WORCESTER, 1909,	751	1,341	—	—	751	+1,341
WORCESTER, 1910,	8,770	6,892	24	7	8,794	+6,885
In general, 1907,	19,518	18,269	2	1	19,520	+18,268
In general, 1908,	184	245	28	41	212	+204
In general, 1909,	1,623	1,077	—	—	1,623	+1,077
In general, 1910,	46,873	58,294	4	3	46,877	+58,291

¹ Less than one dollar.

TABLE V. — *Changes in RATES OF WAGES in Industries in which Females were Affected during 1910.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
All Industries.	25,529	\$2,235	191	\$68	25,720	+\$2,167
Clothing.						
<i>Boots and Shoes.</i>	641	106	—	—	641	+106
Dressers and lacers,	12	20	—	—	12	+20
Finishers,	3	12	—	—	3	+12
Heelers,	4	9	—	—	4	+9
Packers,	6	9	—	—	6	+9
Repairers,	11	17	—	—	11	+17
Shoe workers, <i>n. s.</i> ,	593	116	—	—	593	+116
Sorters,	8	16	—	—	8	+16
Stitchers,	4	7	—	—	4	+7
<i>Garments.</i>	424	162	—	—	424	+162
Corset makers,	237	1—	—	—	237	1—
Finishers,	25	35	—	—	25	+35
Garment workers,	50	15	—	—	50	+15
Helpers,	60	85	—	—	60	+85
Pants makers,	14	7	—	—	14	+7
Skirt makers,	20	20	—	—	20	+20
Underwear makers,	18	1—	—	—	18	1—
<i>Hats, Caps, and Furs.</i>	151	1	—	—	151	+1
Hat makers,	150	1—	—	—	150	1—
Lining makers,	1	1	—	—	1	+1
<i>Gloves.</i>	4	1—	—	—	4	1—
Glove makers,	4	1—	—	—	4	1—
Food, Liquors, and Tobacco.						
<i>Food Products.</i>	388	385	—	—	388	+385
Chocolate makers,	350	350	—	—	350	+350
Refinery employees,	12	9	—	—	12	+9
Tea and coffee factory employees,	26	26	—	—	26	+26
<i>Tobacco.</i>	19	1—	—	—	19	1—
Cigar makers,	19	1—	—	—	19	1—
Leather and Rubber Goods.						
<i>Leather and Leather Goods.</i>	164	1—	—	—	164	1—
Belting makers,	5	1—	—	—	5	1—
Patent leather makers,	8	1—	—	—	8	1—
Pocket book makers,	8	1—	—	—	8	1—
Tannery employees,	40	1—	—	—	40	1—
Whip factory employees,	103	1—	—	—	103	1—
<i>Rubber and Gutta Percha Goods.</i>	70	1—	—	—	70	1—
Rubber goods makers,	70	1—	—	—	70	1—
Metals, Machinery, and Ship- building.						
<i>Iron and Steel Manufactures.</i>	951	491	—	—	951	+491
Combining machinery makers,	33	1—	—	—	33	1—
Covering top roller makers,	10	1—	—	—	10	1—
Loom harness makers,	116	1—	—	—	116	1—
Machinists,	449	377	—	—	449	+377
Organ parts makers,	20	1—	—	—	20	1—
Steel and wire workers,	177	114	—	—	177	+114
Tack makers,	25	1—	—	—	25	1—
Wire goods makers,	121	1—	—	—	121	1—
<i>Miscellaneous Metal Manufactures.</i>	325	6	—	—	325	+6
Cartridge makers,	115	1—	—	—	115	1—
Jewelry workers,	121	2	—	—	121	+2
Lamp makers,	45	1—	—	—	45	1—
Sheet metal workers,	12	1—	—	—	12	1—
Silver article makers,	32	4	—	—	32	+4
Printing and Allied Trades.						
<i>Printing and Publishing.</i>	66	67	—	—	66	+67
Compositors,	53	51	—	—	53	+51
Linotype operators,	11	14	—	—	11	+14
Proofreaders,	2	2	—	—	2	+2

1 Decrease in hours also.

TABLE V. — *Changes in RATES OF WAGES in Industries in which Females were Affected during 1910 — Concluded.*

INDUSTRIES AND OCCUPATIONS.	INCREASES		DECREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase (+) or De- crease (—)
Textiles.						
<i>Bleaching, Dyeing, and Printing.</i>	542	¹ \$4	13	\$3	555	+ \$1
Operatives,	542	14	13	3	555	+1
<i>Cotton Goods.</i>	6,170	109	114	19	6,284	+90
Operatives, n. s.,	6,170	109	114	19	6,284	+90
<i>Flax, Hemp, and Jute Goods.</i>	558	8	—	—	558	+8
Bagging makers,	15	8	—	—	15	+8
Flax operatives,	343	1—	—	—	343	1—
<i>Hosiery and Knit Goods.</i>	329	27	—	—	329	+27
Operatives,	329	27	—	—	329	+27
<i>Woolen and Worsted Goods.</i>	12,769	245	46	36	12,815	+209
Operatives, n. s.,	12,769	245	46	36	12,815	+209
<i>Other Textiles.</i>	917	1	—	—	917	+1
Curtain makers,	129	1—	—	—	129	1—
Silk mill operatives,	788	11	—	—	788	11
Transportation.						
<i>Steam Railroads.</i>	15	9	—	—	15	+9
Janitresses,	6	4	—	—	6	+4
Seamstresses,	9	5	—	—	9	+5
<i>Street Railways.</i>	1	1	—	—	1	+1
Seamstresses,	1	1	—	—	1	+1
<i>Telegraphs.</i>	50	69	—	—	50	+69
Clerks,	17	20	—	—	17	+20
Operators,	33	49	—	—	33	+49
Wooden Manufactures.						
<i>Saw and Planing Mill Products.</i>	28	1—	—	—	28	1—
Box makers,	28	1—	—	—	28	1—
<i>Wood Turning and Carving.</i>	106	67	18	10	124	+57
Brush makers,	49	1—	—	—	49	1—
Chair makers,	7	5	18	10	25	—5
Toy makers,	50	62	—	—	50	+62
Miscellaneous.						
<i>Paper and Paper Goods.</i>	1,041	477	—	—	1,041	+477
Box makers,	148	13	—	—	148	+13
Cardboard makers,	84	1—	—	—	84	1—
Paper makers,	721	390	—	—	721	+390
Photo mount makers,	11	1—	—	—	11	1—
Rag cutters,	70	² 84	—	—	70	² +84
Stationery makers,	7	2—	—	—	7	2—

¹ These employees received increases in their hourly rates of wages; but as the result of an accompanying reduction in hours of labor, their weekly wages remained practically unaltered.

² The increase in wages was accompanied by a reduction in hours.

TABLE VI. — *Decreases in HOURS OF LABOR, 1907-1910: By Industries and Occupations.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (-) or In- crease (+)
All Industries, 1907,	24,197	122,489	298	2,525	24,495	-119,964
All Industries, 1908,	4,428	23,748	89	534	4,517	-23,214
All Industries, 1909,	45,815	117,467	383	1,915	46,198	-115,552
All Industries, 1910,	154,605	345,305	70	175	154,675	-345,130
Building and Stone Working.						
<i>Building Trades, 1907,</i>	1,121	6,084	-	-	1,121	-6,084
<i>Building Trades, 1908,</i>	1,599	6,139	43	258	1,642	-6,881
<i>Building Trades, 1909,</i>	6,059	22,119	-	-	6,059	-22,119
<i>Building Trades, 1910,</i>	6,837	25,513	-	-	6,837	-25,513
Artificial stone workers, 1907,	107	642	-	-	107	-642
Bricklayers, masons, and plasterers, 1907,	14	42	-	-	14	-42
Bricklayers, masons, and plasterers, 1908,	75	150	-	-	75	-150
Bricklayers, masons, and plasterers, 1910,	430	1,120	-	-	430	-1,120
Bridge and structural iron workers, 1907,	40	240	-	-	40	-240
Carpenters, 1907,	180	1,080	-	-	180	-1,080
Carpenters, 1908,	27	18	-	-	27	-18
Carpenters, 1909,	5,335	19,735	-	-	5,335	-19,735
Carpenters, 1910,	4,719	18,542	-	-	4,719	-18,542
Carpenters (wharf and bridge), 1907,	60	360	-	-	60	-360
Carpenters (wharf and bridge), 1910,	224	299	-	-	224	-299
Electrical workers, 1909,	254	561	-	-	254	-561
Electrical workers, 1910,	29	116	-	-	29	-116
Hoisting and portable engineers, 1908, .	8	48	-	-	8	-48
Hoisting and portable engineers, 1909, .	53	268	-	-	53	-268
Lathers, 1908,	23	15	15	90	38	+75
Lathers, 1909,	26	78	-	-	26	-78
Lathers, 1910,	38	152	-	-	38	-152
Painters and paperhangers, 1908, . . .	1,369	5,476	-	-	1,369	-5,476
Painters, decorators, and paperhangers, 1907,	149	894	-	-	149	-894
Painters, decorators, and paperhangers, 1909,	85	60	-	-	85	-60
Painters, decorators, and paperhangers, 1910,	744	2,976	-	-	744	-2,976
Plumbers, 1907,	437	2,022	-	-	437	-2,022
Plumbers, 1908,	22	132	-	-	22	-132
Plumbers, 1909,	160	760	-	-	160	-760
Plumbers, 1910,	440	1,418	-	-	440	-1,418
Roofers, 1908,	-	-	28	168	28	+168
Roofers, 1910,	18	54	-	-	18	-54
Sheet metal workers, 1907,	59	354	-	-	59	-354
Sheet metal workers, 1909,	96	453	-	-	96	-453
Sheet metal workers, 1910,	67	189	-	-	67	-189
Steamfitters and helpers, 1907,	75	450	-	-	75	-450
Steamfitters and helpers, 1908,	75	300	-	-	75	-300
Steamfitters and helpers, 1909,	50	200	-	-	50	-200
Steamfitters and helpers, 1910,	124	631	-	-	124	-631
Other employees,	4	16	-	-	4	-16
<i>Building and Street Labor, 1907,</i>	143	858	-	-	143	-858
<i>Building and Street Labor, 1908,</i>	180	1,080	-	-	180	-1,080
<i>Building and Street Labor, 1909,</i>	20	120	-	-	20	-120
<i>Building and Street Labor, 1910,</i>	630	2,387	-	-	630	-2,387
Building laborers, 1907,	143	858	-	-	143	-858
Building laborers 1908,	180	1,080	-	-	180	-1,080
Building laborers, 1909,	20	120	-	-	20	-120
Building laborers, 1910,	630	2,387	-	-	630	-2,387
<i>Stone Working, 1908,</i>	83	322	46	276	129	-46
<i>Stone Working, 1909,</i>	76	238	-	-	76	-238
Granite cutters, 1908,	28	56	-	-	28	-56
Granite cutters, 1909,	42	34	-	-	42	-34

TABLE VI. — *Decreases in HOURS OF LABOR, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (-) or In- crease (+)
<i>Stone Working—Con.</i>						
Kiln men, 1908,	21	60	-	-	12	-60
Laborers, 1908,	10	50	-	-	10	-50
Paving cutters, 1909,	34	204	-	-	34	-204
Quarrymen, 1908,	-	-	46	276	46	+276
Other employees, 1908,	33	156	-	-	33	-156
<i>Clothing.</i>						
<i>Boots and Shoes, 1907.</i>	9,513	31,902	-	-	9,513	-31,902
<i>Boots and Shoes, 1908.</i>	5	15	-	-	5	-15
<i>Boots and Shoes, 1909.</i>	56	134	53	265	89	+141
<i>Boots and Shoes, 1910.</i>	8,014	18,599	-	-	8,014	-18,599
Boot and shoe workers, n. s., 1907,	9,513	31,902	-	-	9,513	-31,902
Boot and shoe workers, n. s., 1908,	5	15	-	-	5	-15
Boot and shoe workers, n. s., 1910,	7,268	15,586	-	-	7,268	-15,586
Counter and heel makers, 1910,	148	359	-	-	148	-359
Cutters, 1910,	223	892	-	-	223	-892
Lasters, 1909,	-	-	53	265	53	+265
Lasters, 1910,	79	324	-	-	79	-324
Packing-room employees, 1909,	20	60	-	-	20	-60
Packing-room employees, 1910,	23	69	-	-	23	-69
Stockfitters, 1910,	269	1,345	-	-	269	-1,345
Other employees, 1909,	16	64	-	-	16	-64
Other employees, 1910,	4	24	-	-	4	-24
<i>Buttons, Combs, etc., 1910.</i>						
Button workers, 1910,	11	22	-	-	11	-22
Celluloid goods workers, 1910,	209	418	-	-	209	-418
Comb makers, 1910,	195	390	-	-	195	-390
<i>Garments, 1907.</i>	158	948	-	-	158	-948
<i>Garments, 1908.</i>	475	2,775	-	-	475	-2,775
<i>Garments, 1909.</i>	470	677	-	-	470	-677
<i>Garments, 1910.</i>	2,322	4,740	-	-	2,322	-4,740
Corset makers, 1909,	228	399	-	-	228	-399
Corset makers, 1910,	1,290	2,580	-	-	1,290	-2,580
Coat makers, 1910,	15	90	-	-	15	-90
Clothing trimmers, 1909,	12	48	-	-	12	-48
Clothing trimmers, 1910,	18	72	-	-	18	-72
Garment workers, n. s., 1910,	384	768	-	-	384	-768
Hose supporter and suspender makers, 1910,	279	558	-	-	279	-558
Overall and sheepskin workers, 1908,	400	2,400	-	-	400	-2,400
Pressers, 1908,	75	375	-	-	75	-375
Shirtwaist makers, 1910,	143	286	-	-	143	-286
Tailors, 1907,	158	948	-	-	158	-948
Trouser makers, 1910,	12	24	-	-	12	-24
Underwear makers, 1910,	168	336	-	-	168	-336
Underwear and other garment makers, 1909,	230	230	-	-	230	-230
Other employees, 1910,	13	26	-	-	13	-26

TABLE VI. — *Decreases in HOURS OF LABOR, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (-) or In- crease (+)
<i>Hats, Caps, and Furs, 1907.</i>	72	216	-	-	72	-216
<i>Hats, Caps, and Furs, 1910.</i>	652	1,304	-	-	652	-1,304
Cap cutters, 1907,	20	60	-	-	20	-60
Cap makers, 1907,	52	156	-	-	52	-156
Hat makers, 1910,	652	1,304	-	-	652	-1,304
<i>Shirts, Collars, and Laundry, 1907.</i>	11	44	-	-	11	-44
<i>Shirts, Collars, and Laundry, 1910.</i>	40	100	-	-	40	-100
Collar and cuff makers, 1910,	40	100	-	-	40	-100
Laundry workers, 1907,	11	44	-	-	11	-44
<i>Gloves, 1910.</i>	20	40	-	-	20	-40
Glove makers, 1910,	20	40	-	-	20	-40
Food, Liquors, and Tobacco.						
<i>Food Products, 1907.</i>	3,150	18,900	-	-	3,150	-18,900
<i>Food Products, 1910.</i>	458	752	-	-	458	-752
Bakers, 1907,	150	900	-	-	150	-900
Biscuit and cracker makers, 1910, . .	96	192	-	-	96	-192
Confectionery workers, 1910,	362	560	-	-	362	-560
Fish handlers, 1907,	3,000	18,000	-	-	3,000	-18,000
<i>Liquors, 1907.</i>	145	870	-	-	145	-870
<i>Liquors, 1908.</i>	27	204	-	-	27	-204
<i>Liquors, 1909.</i>	152	831	-	-	152	-831
<i>Liquors, 1910.</i>	95	457	-	-	95	-457
Bottlers and drivers, 1907,	21	126	-	-	21	-126
Bottlers and drivers, 1909,	125	750	-	-	125	-750
Bottlers and drivers, 1910,	51	244	-	-	51	-244
Brewery workmen, 1907,	124	744	-	-	124	-744
Brewery workmen, 1909,	27	81	-	-	27	-81
Engineers, 1908,	27	204	-	-	27	-204
Helpers, 1910,	39	192	-	-	39	-192
Packers, 1910,	5	21	-	-	5	-21
<i>Tobacco, 1910.</i>	19	38	-	-	19	-38
Cigar makers, 1910,	19	38	-	-	19	-38
Leather and Rubber Goods.						
<i>Leather and Leather Goods, 1910.</i>	538	1,076	-	-	538	-1,076
Athletic goods workers, 1910,	50	100	-	-	50	-100
Pocket book makers, 1910,	157	314	-	-	157	-314
Tannery employees, 1910,	75	150	-	-	75	-150
Whip makers, 1910,	241	482	-	-	241	-482
Other employees, 1910,	15	30	-	-	15	-30
<i>Rubber and Gutta Percha Goods, 1909.</i>	1,087	1,286	-	-	1,087	-1,286
<i>Rubber and Gutta Percha Goods, 1910.</i>	133	266	-	-	133	-266
Firemen, 1909,	9	144	-	-	9	-144
Rubber workers, 1909,	1,078	1,142	-	-	1,078	-1,142
Rubber workers, 1910,	133	266	-	-	133	-266

TABLE VI. — *Decreases in HOURS OF LABOR, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (-) or In- crease (+)
Metals, Machinery, and Ship- building.						
<i>Iron and Steel Manufactures, 1907.</i>	2,121	6,738	250	2,000	2,371	-4,738
<i>Iron and Steel Manufactures, 1908.</i>	557	536	-	-	557	-536
<i>Iron and Steel Manufactures, 1909.</i>	105	66	-	-	105	-66
<i>Iron and Steel Manufactures, 1910.</i>	5,958	20,514	-	-	5,958	-20,514
Blacksmiths, 1908,	15	10	-	-	15	-10
Blacksmiths, 1909,	6	7	-	-	6	-7
Cutlery workers, 1907,	48	144	-	-	48	-144
Firearms makers, 1910,	120	240	-	-	120	-240
Foundry employees, 1910,	82	328	-	-	82	-328
Hardware makers, 1910,	31	66	-	-	31	-66
Horseshoers, 1908,	247	231	-	-	247	-231
Horseshoers, 1909,	99	59	-	-	99	-59
Housesmiths and bridgemen, 1908,	235	235	-	-	235	-235
Iron molders, 1910,	244	1,426	-	-	244	-1,426
Iron workers (ornamental), 1908,	60	60	-	-	60	-60
Machinists, 1907,	2,073	6,594	250	2,000	2,323	-4,594
Machinists, 1910,	3,973	15,215	-	-	3,973	-15,215
Mill supplies makers, 1910,	446	892	-	-	446	-892
Organ parts makers, 1910,	22	44	-	-	22	-44
Other employees, 1910,	1,040	2,303	-	-	1,040	-2,303
<i>Miscellaneous Metal Manufactures, 1907.</i>	2,236	8,531	-	-	2,236	-8,531
<i>Miscellaneous Metal Manufactures, 1908.</i>	43	208	-	-	43	-208
<i>Miscellaneous Metal Manufactures, 1910.</i>	2,666	5,812	-	-	2,666	-5,812
Agricultural implement employees, 1907,	40	80	-	-	40	-80
Aluminum novelty workers, 1910,	17	51	-	-	17	-51
Brass workers, 1907,	55	330	-	-	55	-330
Brass workers, 1908,	18	108	-	-	18	-108
Buckle and novelty makers, 1910,	78	156	-	-	78	-156
Cartridge makers, 1910,	280	560	-	-	280	-560
Chandelier workers, 1907,	6	36	-	-	6	-36
Chandelier workers, 1908,	25	100	-	-	25	-100
Electrical apparatus workers, 1910,	30	60	-	-	30	-60
Jewelry workers, 1910,	1,905	4,129	-	-	1,905	-4,129
Lamp makers, 1910,	164	328	-	-	164	-328
Metal polishers, platers, burnishers, etc., 1907,	35	210	-	-	35	-210
Optical goods workers, 1907,	2,100	7,875	-	-	2,100	-7,875
Sheet metal workers, 1910,	23	46	-	-	23	-46
Silver goods workers, 1910,	150	444	-	-	150	-444
Other employees, 1910,	19	38	-	-	19	-38
<i>Shipbuilding, 1907.</i>	75	450	-	-	75	-450
Ship riggers, 1907,	75	450	-	-	75	-450

TABLE VI. — *Decreases in HOURS OF LABOR, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (-) or In- crease (+)
Printing and Allied Trades.						
<i>Printing and Publishing, 1908.</i>	257	1,506	-	-	257	-1,506
<i>Printing and Publishing, 1909.</i>	3,363	17,646	-	-	3,363	-17,646
<i>Printing and Publishing, 1910.</i>	186	808	-	-	186	-808
Compositors and others, 1909,	1,500	8,178	-	-	1,500	-8,178
Compositors, 1910,	68	240	-	-	68	-240
Electrotypers, 1909,	264	807	-	-	264	-807
Electrotypers, 1910,	68	220	-	-	68	-220
Engravers, 1910,	38	76	-	-	38	-76
Pressmen, feeders, and helpers, 1909, .	1,178	6,336	-	-	1,178	-6,336
Pressmen, 1910,	12	72	-	-	12	-72
Printers, engravers, etc., 1908, . . .	245	1,470	-	-	245	-1,470
Proofreaders, 1909,	21	117	-	-	21	-117
Other employees, 1908,	12	36	-	-	12	-36
Other employees, 1909,	400	2,208	-	-	400	-2,208
<i>Bookbinding and Blankbook Making, 1907.</i>	412	2,472	-	-	412	-2,472
<i>Bookbinding and Blankbook Making, 1908.</i>	25	150	-	-	25	-150
<i>Bookbinding and Blankbook Making, 1909.</i>	1,625	7,949	-	-	1,625	-7,949
Bookbinders, 1907,	412	2,472	-	-	412	-2,472
Bookbinders, 1908,	25	150	-	-	25	-150
Bookbinders, 1909,	1,625	7,949	-	-	1,625	-7,949
<i>Lithographing and Engraving, 1909.</i>	23	137	-	-	23	-137
<i>Lithographing and Engraving, 1910.</i>	397	804	-	-	397	-804
Photo-engravers, 1909,	23	137	-	-	23	-137
Photo-engravers, 1910,	386	782	-	-	386	-782
Other employees, 1910,	11	22	-	-	11	-22
<i>Games, etc., 1910.</i>	126	252	-	-	126	-252
Toy and game makers, 1910,	126	252	-	-	126	-252
Public Employment.						
<i>State Employees, 1907.</i>	958	5,890	16	141	974	-5,749
<i>State Employees, 1908,</i>	312	3,208	-	-	312	-3,208
Attendants, 1907,	10	60	-	-	10	-60
Attendants, 1908,	86	860	-	-	86	-860
Carpenters, 1907,	12	72	-	-	12	-72
Engineers, 1907,	34	256	-	-	34	-256
Firemen, 1907,	49	358	-	-	49	-358
Laborers, 1907,	792	4,752	-	-	792	-4,752
Laundry helpers, 1907,	12	96	-	-	12	-96
Maids, 1907,	-	-	11	99	11	+99
Mechanics, 1907,	25	150	-	-	25	-150
Nurses, 1908,	100	1,000	-	-	100	-1,000
Painters, 1907,	10	60	-	-	10	-60
Prison employees, 1908,	126	1,348	-	-	126	-1,348
Other employees, 1907,	14	86	5	42	19	-44
<i>Municipal Employees, 1907.</i>	191	1,656	32	384	223	-1,272
<i>Municipal Employees, 1908.</i>	249	446	-	-	249	-446
Captains, 1907,	12	96	-	-	12	-96
Deckhands, 1907,	24	192	-	-	24	-192

TABLE VI. — *Decreases in HOURS OF LABOR, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (—) or In- crease (+)
<i>Municipal Employees — Con.</i>						
Engineers, 1907,	18	144	-	-	18	-144
Engineers, 1908,	2	12	-	-	2	-12
Firemen, 1907,	50	400	-	-	50	-400
Firemen, 1908,	4	24	-	-	4	-24
Gate-men, 1907,	16	128	-	-	16	-128
Laborers, 1907,	5	40	-	-	5	-40
Laborers, 1908,	240	392	-	-	240	-392
Oilers, 1907,	10	80	-	-	10	-80
Oilers, 1908,	3	18	-	-	3	-18
Quartermasters, 1907,	12	96	-	-	12	-96
Teamsters, 1907,	32	384	32	384	64	-
Tollmen, 1907,	12	96	-	-	12	-96
Restaurants and Trade.						
<i>Hotels and Restaurants, 1909.</i>						
	77	613	-	-	77	-613
Waiters, 1909,	68	476	-	-	68	-476
Other employees, 1909,	9	137	-	-	9	-137
<i>Trade, 1908.</i>	66	341	-	-	66	-341
<i>Trade, 1909.</i>	3,597	3,900	-	-	3,597	-3,900
<i>Trade, 1910.</i>	526	1,114	-	-	526	-1,114
Bartenders, 1910,	157	471	-	-	157	-471
Retail clerks, 1908,	66	341	-	-	66	-341
Retail clerks, 1909,	3,597	3,900	-	-	3,597	-3,900
Retail clerks, 1910,	369	643	-	-	369	-643
Textiles.						
<i>Bleaching, Dyeing, and Printing, 1910.</i>						
	2,991	6,124	-	-	2,991	-6,124
Operatives, 1910,	2,984	6,110	-	-	2,984	-6,110
Other employees, 1910,	7	14	-	-	7	-14
<i>Cotton Goods, 1907.</i>	73	146	-	-	73	-146
<i>Cotton Goods, 1909.</i>	25,389	50,778	-	-	25,389	-50,778
<i>Cotton Goods, 1910.</i>	68,882	138,110	-	-	68,882	-138,110
Operatives, 1907,	73	146	-	-	73	-146
Operatives, 1909,	25,389	50,778	-	-	25,389	-50,778
Operatives, 1910,	68,882	138,110	-	-	68,882	-138,110
<i>Flax, Hemp, and Jute Goods, 1910.</i>						
	1,145	2,290	-	-	1,145	-2,290
Operatives, 1910,	1,145	2,290	-	-	1,145	-2,290
<i>Hosiery and Knit Goods, 1910.</i>						
	3,755	7,780	-	-	3,755	-7,780
Operatives, 1910,	3,755	7,780	-	-	3,755	-7,780
<i>Woolen and Worsted Goods, 1907.</i>	69	138	-	-	69	-138
<i>Woolen and Worsted Goods, 1909.</i>	2,428	4,856	-	-	2,428	-4,856
<i>Woolen and Worsted Goods, 1910.</i>	40,560	81,047	-	-	40,560	-81,047
Operatives, 1907,	69	138	-	-	69	-138
Operatives, 1909,	2,428	4,856	-	-	2,428	-4,856
Operatives, 1910,	40,560	81,047	-	-	40,560	-81,047

TABLE VI. — *Decreases in HOURS OF LABOR, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (-) or In- crease (+)
<i>Other Textiles, 1909.</i>	111	222	-	-	111	-222
<i>Other Textiles, 1910.</i>	1,933	3,903	-	-	1,933	-3,903
Curtain workers, 1910,	172	344	-	-	172	-344
Oil cloth workers, 1910,	52	104	-	-	52	-104
Silk-mill operatives, 1909,	111	222	-	-	111	-222
Silk-mill operatives, 1910,	1,709	3,455	-	-	1,709	-3,455
Transportation.						
<i>Railroads, 1908.</i>	284	4,890	-	-	284	-4,890
<i>Railroads, 1909.</i>	25	150	330	1,650	355	+1,500
<i>Railroads, 1910.</i>	261	3,274	-	-	261	-3,274
<i>Steam Railroads.</i>						
Car workers, 1909,	-	-	330	1,650	330	+1,650
Railroad telegraphers, 1908,	284	4,890	-	-	284	-4,890
<i>Street Railways.</i>						
Engineers, 1910,	31	434	-	-	31	-434
Firemen and helpers, 1910,	68	1,084	-	-	68	-1,084
Laborers, 1909,	25	150	-	-	25	-150
Laborers, 1910,	12	168	-	-	12	-168
Linemen and helpers, 1910,	64	384	-	-	64	-384
Oilers, 1910,	26	364	-	-	26	-364
Others, 1910,	60	840	-	-	60	-840
<i>Teaming, 1907.</i>	1,155	5,775	-	-	1,155	-5,775
<i>Teaming, 1910.</i>	1,476	4,538	-	-	1,476	-4,538
Coal teamsters and helpers, 1910,	1,392	4,400	-	-	1,392	-4,400
Grain teamsters, 1910,	35	44	-	-	35	-44
Lumber teamsters, 1910,	34	68	-	-	34	-68
Talleymen, 1907,	1,155	5,775	-	-	1,155	-5,775
Other employees, 1910,	15	26	-	-	15	-26
Wooden Manufactures.						
<i>Planing-mill Products, 1910.</i>	135	312	-	-	135	-312
Box makers, 1910,	121	256	-	-	121	-256
Millmen, 1910,	14	56	-	-	14	-56
<i>Wood Turning and Carving, 1907.</i>	62	264	-	-	62	-264
<i>Wood Turning and Carving, 1909.</i>	825	4,435	-	-	825	-4,435
<i>Wood Turning and Carving, 1910.</i>	445	552	-	-	445	-552
Brush makers, 1910,	308	222	-	-	308	-222
Cabinet makers and finishers, 1910,	11	22	-	-	11	-22
Carriage workers:						
Blacksmiths, 1909,	30	162	-	-	30	-162
Body makers, 1909,	95	570	-	-	95	-570
Carriage makers, 1907,	16	80	-	-	16	-80
Carriage workers, 1909,	394	1,984	-	-	394	-1,984
Carriage workers, 1910,	28	84	-	-	28	-84
Metal workers, 1909,	50	290	-	-	50	-290

TABLE VI. — *Decreases in HOURS OF LABOR, 1907-1910: By Industries and Occupations — Continued.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (—) or In- crease (+)
<i>Wood Turning and Carving—Con.</i>						
Painters, 1909,	90	508	-	-	90	-508
Trimmers, 1909,	102	571	-	-	102	-571
Woodworkers, 1909,	60	330	-	-	60	-330
Other employees, 1909,	4	20	-	-	4	-20
Chair makers, 1910,	98	224	-	-	98	-224
Organ builders, 1907,	46	184	-	-	46	-184
<i>Miscellaneous.</i>						
<i>Barbering, 1907.</i>	2,028	21,085	-	-	2,028	-21,085
<i>Barbering, 1908.</i>	108	98	-	-	108	-98
<i>Barbering, 1909.</i>	218	530	-	-	218	-530
<i>Barbering, 1910.</i>	984	6,944	-	-	984	-6,944
Barbers, 1907,	2,028	21,085	-	-	2,028	-21,085
Barbers, 1908,	108	98	-	-	108	-98
Barbers, 1909,	218	530	-	-	218	-530
Barbers, 1910,	984	6,944	-	-	984	-6,944
<i>Chemicals, 1909.</i>	126	720	-	-	126	-720
<i>Chemicals, 1910.</i>	247	494	-	-	247	-494
Drugs and medicines employees, 1910, . .	50	100	-	-	50	-100
Packers, 1909,	25	150	-	-	25	-150
Printers, 1909,	26	156	-	-	26	-156
Shoe polish workers, 1910,	165	330	-	-	165	-330
Soap makers, 1909,	12	36	-	-	12	-36
Stove polish workers, 1910,	32	64	-	-	32	-64
Others, 1909,	63	378	-	-	63	-378
<i>Paper and Paper Goods, 1907.</i>	93	1,496	-	-	93	-1,496
<i>Paper and Paper Goods, 1908.</i>	158	1,830	-	-	158	-1,830
<i>Paper and Paper Goods, 1910.</i>	1,665	3,360	70	175	1,665	-3,185
Bag makers, 1910,	39	78	-	-	39	-78
Beater helpers, 1907,	15	270	-	-	15	-270
Box makers, 1910,	679	1,544	-	-	679	-1,544
Firemen, 1908,	11	264	-	-	11	-264
Machine room employees, 1907,	51	740	-	-	51	-740
Paper makers, n.s., 1910,	877	1,738	70	175	947	-1,563
Preparers, 1908,	50	300	-	-	50	-300
Yardsmen, 1908,	48	288	-	-	48	-288
Other employees, 1907,	27	486	-	-	27	-486
Other employees, 1908,	49	978	-	-	49	-978
<i>Stationary enginemen, 1907.</i>	276	7,676	-	-	276	-7,676
<i>Stationary enginemen, 1909.</i>	3	72	-	-	3	-72
<i>Stationary enginemen, 1910.</i>	135	627	-	-	135	-627
Engineers, 1910,	123	615	-	-	123	-615
Firemen, 1907	186	5,156	-	-	186	-5,156
Firemen, 1909,	3	72	-	-	3	-72
Firemen, 1910,	12	12	-	-	12	-12
Oilers, 1907,	76	2,128	-	-	76	-2,128
Wipers, 1907,	14	392	-	-	14	-392

TABLE VI. — *Decreases in HOURS OF LABOR, 1907-1910: By Industries and Occupations — Concluded.*

INDUSTRIES AND OCCUPATIONS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (—) or In- crease (+)
<i>Theatres and Music, 1910,</i>	20	420	—	—	20	—420
Moving picture operators, 1910, . . .	20	420	—	—	20	—420
<i>Water, Light, and Power, 1907,</i>	45	350	—	—	45	—350
<i>Water, Light, and Power, 1910,</i>	9	324	—	—	9	—324
Firemen, 1910,	9	324	—	—	9	—324
Foremen, 1907,	8	48	—	—	8	—48
Linemen, 1907,	27	162	—	—	27	—162
Retort men, 1907,	10	140	—	—	10	—140

TABLE VII. — *Changes in HOURS OF LABOR in 1907-1910: By Methods of Arrangement.*

METHODS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (-) or In- crease (+)
All Methods, 1907,	24,107	122,489	298	2,525	24,405	-119,964
All Methods, 1908,	4,428	23,748	89	534	4,517	-23,214
All Methods, 1909,	45,815	117,467	383	1,915	46,198	-115,552
All Methods, 1910,	154,605	345,305	70	175	154,675	-345,130
Voluntary, 1907,	5,397	21,623	298	2,525	5,695	-19,098
Voluntary, 1908,	854	7,154	89	534	943	-6,620
Voluntary, 1909,	5,803	23,521	330	1,650	6,133	-21,871
Voluntary, 1910,	13,674	17,644	-	-	13,674	-17,644
In anticipation of 56-hour law, 1909,	27,928	55,856	-	-	27,928	-55,856
By statute (56-hour law), 1910,	137,457	276,342	-	-	137,457	-276,342
At request of employees, 1907,	18,710	100,866	-	-	18,710	-100,866
At request of employees, 1908,	3,574	16,594	-	-	3,574	-16,594
At request of employees, 1909,	12,084	38,090	53	2 265	12,137	-37,825
At request of employees, 1910,	13,487	51,319	70	2 175	13,557	-51,144
At Request of Employees.						
Without strike, 1907,	18,484	99,602	-	-	18,484	-99,602
Without strike, 1908,	3,154	14,524	-	-	3,154	-14,524
Without strike, 1909,	11,363	35,945	-	-	11,363	-35,945
Without strike, 1910,	12,606	48,583	-	-	12,606	-48,583
After strike, 1907,	226	1,264	-	-	226	-1,264
After strike, 1908,	420	2,070	-	-	420	-2,070
After strike, 1909,	721	2,145	53	2 265	774	-1,880
After strike, 1910,	881	2,736	70	2 175	951	-2,561
With aid of labor organizations, 1907,	6,284	49,670	-	-	6,284	-49,670
With aid of labor organizations, 1908,	3,210	14,648	-	-	3,210	-14,648
With aid of labor organizations, 1909,	8,546	33,495	-	-	8,546	-33,495
With aid of labor organizations, 1910,	11,605	46,549	-	-	11,605	-46,549
Without aid of labor organizations, 1907,	12,426	51,196	-	-	12,426	-51,196
Without aid of labor organizations, 1908,	364	1,946	-	-	364	-1,946
Without aid of labor organizations, 1909,	3,538	4,595	53	2 265	3,591	-4,330
Without aid of labor organizations, 1910,	1,882	4,770	70	2 175	1,952	-4,595
By direct negotiations, 1907,	18,636	100,034	-	-	18,636	-100,034
By direct negotiations, 1908,	3,555	16,577	-	-	3,555	-16,577
By direct negotiations, 1909,	12,068	38,026	53	2 265	12,121	-37,761
By direct negotiations, 1910,	13,426	51,114	70	2 175	13,496	-50,939
By arbitration, 1907,	74	832	-	-	74	-832
By arbitration, 1908,	19	17	-	-	19	-17
By arbitration, 1909,	16	64	-	-	16	-64
By arbitration, 1910,	61	205	-	-	61	-205
At Request of Employees — Without Strike.						
With aid of labor organizations, 1907,	6,058	48,406	-	-	6,058	-48,406
With aid of labor organizations, 1908,	2,978	13,706	-	-	2,978	-13,706
With aid of labor organizations, 1909,	7,848	31,488	-	-	7,848	-31,488
With aid of labor organizations, 1910,	10,842	44,303	-	-	10,842	-44,303
Without aid of labor organizations, 1907,	12,426	51,196	-	-	12,426	-51,196
Without aid of labor organizations, 1908,	176	818	-	-	176	-818
Without aid of labor organizations, 1909,	3,515	4,457	-	-	3,515	-4,457
Without aid of labor organizations, 1910,	1,764	4,280	-	-	1,764	-4,280
By direct negotiations, 1907,	18,410	98,770	-	-	18,410	-98,770
By direct negotiations, 1908,	3,135	14,507	-	-	3,135	-14,507
By direct negotiations, 1909,	11,347	35,881	-	-	11,347	-35,881
By direct negotiations, 1910,	12,545	48,378	-	-	12,545	-48,378
By arbitration, 1907,	74	832	-	-	74	-832
By arbitration, 1908,	19	17	-	-	19	-17
By arbitration, 1909,	16	64	-	-	16	-64
By arbitration, 1910,	61	205	-	-	61	-205

¹ Thirteen employees received changes in hours by 56-hour law; added only once in grand total.² The increase in hours of labor was accompanied by increase in rates of wages.

TABLE VII. — *Changes in HOURS OF LABOR in 1907-1910: By Methods of Arrangement — Concluded.*

METHODS.	DECREASES		INCREASES		NET CHANGES	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Decrease (—) or In- crease (+)
At Request of Employees — After Strike.						
With aid of labor organizations, 1907, . . .	226	1,264	—	—	226	—1,264
With aid of labor organizations, 1908, . . .	232	942	—	—	232	—942
With aid of labor organizations, 1909, . . .	698	2,007	—	—	698	—2,007
With aid of labor organizations, 1910, . . .	763	2,246	—	—	763	—2,246
Without aid of labor organizations, 1907, . . .	—	—	—	—	—	—
Without aid of labor organizations, 1908, . . .	188	1,128	—	—	188	—1,128
Without aid of labor organizations, 1909, . . .	23	138	53	265	76	+127
Without aid of labor organizations, 1910, . . .	118	490	70	175	188	—315
By direct negotiation, 1907,	226	1,264	—	—	226	—1,264
By direct negotiation, 1908,	420	2,070	—	—	420	—2,070
By direct negotiation, 1909,	721	2,145	53	265	774	—1,880
By direct negotiation, 1910,	881	2,736	70	175	951	—2,561
By arbitration, 1907,	—	—	—	—	—	—
By arbitration, 1908,	—	—	—	—	—	—
By arbitration, 1909,	—	—	—	—	—	—
By arbitration, 1910,	—	—	—	—	—	—

TABLE VIII. — *Number of Employees affected by Changes in HOURS OF LABOR
the Changes*

	INDUSTRIES.	Voluntary	By Statute (56-Hour Law) ¹
1	All Industries, 1907,	5,695	-
2	All Industries, 1908,	943	-
3	All Industries, 1909,	6,133	27,928
4	All Industries, 1910,	3,674	137,457
Building and Stone Working.			
5	Building trades, 1907,	64	-
6	Building trades, 1908,	43	-
7	Building trades, 1909,	-	-
8	Building trades, 1910,	7	-
9	Building and street labor, 1907,	-	-
10	Building and street labor, 1908,	-	-
11	Building and street labor, 1909,	-	-
12	Building and street labor, 1910,	-	-
13	Stone working, 1907,	-	-
14	Stone working, 1908,	98	-
15	Stone working, 1909,	-	-
16	Stone working, 1910,	-	-
Clothing.			
17	Boots and shoes, 1907,	-	-
18	Boots and shoes, 1908,	-	-
19	Boots and shoes, 1909,	-	-
20	Boots and shoes, 1910,	40	7,153
21	Buttons, combs, etc., 1907,	-	-
22	Buttons, combs, etc., 1908,	-	-
23	Buttons, combs, etc., 1909,	-	-
24	Buttons, combs, etc., 1910,	-	415
25	Garments, 1907,	-	-
26	Garments, 1908,	-	-
27	Garments, 1909,	230	-
28	Garments, 1910,	-	2,289
29	Hats, caps, and furs, 1907,	-	-
30	Hats, caps, and furs, 1908,	-	-
31	Hats, caps, and furs, 1909,	-	-
32	Hats, caps, and furs, 1910,	-	652
33	Shirts, collars, and laundry, 1907,	-	-
34	Shirts, collars, and laundry, 1908,	-	-
35	Shirts, collars, and laundry, 1909,	-	-
36	Shirts, collars, and laundry, 1910,	-	40
37	Gloves, 1910,	-	20
Food, Liquors, and Tobacco.			
38	Food products, 1907,	-	-
39	Food products, 1908,	-	-
40	Food products, 1909,	-	-
41	Food products, 1910,	123	335
42	Liquors, 1907,	-	-
43	Liquors, 1908,	-	-
44	Liquors, 1909,	-	-
45	Liquors, 1910,	-	-
46	Tobacco, 1907,	-	-
47	Tobacco, 1908,	-	-
48	Tobacco, 1909,	-	-
49	Tobacco, 1910,	-	19
Leather and Rubber Goods.			
50	Leather and leather goods, 1907,	-	-
51	Leather and leather goods, 1908,	-	-
52	Leather and leather goods, 1909,	-	-
53	Leather and leather goods, 1910,	-	538
54	Rubber and gutta percha goods, 1907,	-	-
55	Rubber and gutta percha goods, 1908,	-	-
56	Rubber and gutta percha goods, 1909,	1,087	-
57	Rubber and gutta percha goods, 1910,	-	133

¹ Several manufacturers in the textile industry reduced the hours of labor of their employees during the latter part of 1909 in anticipation of the taking effect of the 56-hour law on January 1, 1910.

in the Various Industries in 1907-1910: Classified according to the Methods by which were Arranged.

AT REQUEST OF EMPLOYEES							
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration	Totals	
18,484	226	6,284	12,426	18,636	74	18,710	1
3,154	420	3,210	364	3,555	19	3,574	2
11,363	774	8,546	3,591	12,121	16	12,137	3
12,606	951	11,605	1,952	13,496	61	13,557	4
978	79	1,032	25	1,057	-	1,057	5
1,396	203	1,495	104	1,599	-	1,599	6
5,358	701	6,056	3	6,059	-	6,059	7
6,241	589	6,752	78	6,791	39	6,830	8
42	101	143	-	143	-	143	9
-	180	-	180	180	-	180	10
-	20	-	20	20	-	20	11
630	-	630	-	630	-	630	12
-	-	-	-	-	-	-	13
31	-	31	-	31	-	31	14
76	-	76	-	76	-	76	15
-	-	-	-	-	-	-	16
9,513	-	623	8,890	9,490	23	9,513	17
5	-	36	5	5	-	5	18
36	53	36	53	73	16	89	19
815	6	374	447	799	22	821	20
-	-	-	-	-	-	-	21
-	-	-	-	-	-	-	22
-	-	-	-	-	-	-	23
-	-	-	-	-	-	-	24
158	-	158	-	158	-	158	25
475	-	400	75	475	-	475	26
240	-	12	228	240	-	240	27
18	15	33	-	33	-	33	28
72	-	72	-	72	-	72	29
-	-	-	-	-	-	-	30
-	-	-	-	-	-	-	31
-	-	-	-	-	-	-	32
11	-	11	-	11	-	11	33
-	-	-	-	-	-	-	34
-	-	-	-	-	-	-	35
-	-	-	-	-	-	-	36
-	-	-	-	-	-	-	37
3,150	-	150	3,000	3,150	-	3,150	38
-	-	-	-	-	-	-	39
-	-	-	-	-	-	-	40
-	-	-	-	-	-	-	41
145	-	145	-	145	-	145	42
27	-	27	-	27	-	27	43
152	-	152	-	152	-	152	44
95	-	95	-	95	-	95	45
-	-	-	-	-	-	-	46
-	-	-	-	-	-	-	47
-	-	-	-	-	-	-	48
-	-	-	-	-	-	-	49
-	-	-	-	-	-	-	50
-	-	-	-	-	-	-	51
-	-	-	-	-	-	-	52
-	-	-	-	-	-	-	53
-	-	-	-	-	-	-	54
-	-	-	-	-	-	-	55
-	-	-	-	-	-	-	56
-	-	-	-	-	-	-	57

* Thirteen employees received change in hours by 56-hour law; added only once in grand total.

TABLE VIII. — *Number of Employees affected by Changes in HOURS OF LABOR
the Changes were*

INDUSTRIES.		Voluntary	By Statute (56-Hour Law) ¹
Metals, Machinery, and Shipbuilding.			
1	Iron and steel manufactures, 1907,	2,346	-
2	Iron and steel manufactures, 1908,	15	-
3	Iron and steel manufactures, 1909,	-	-
4	Iron and steel manufactures, 1910,	2,798	1,665
5	Miscellaneous metal manufactures, 1907,	2,196	-
6	Miscellaneous metal manufactures, 1908,	-	-
7	Miscellaneous metal manufactures, 1909,	-	-
8	Miscellaneous metal manufactures, 1910,	-	2,666
9	Shipbuilding, 1907,	-	-
10	Shipbuilding, 1908,	-	-
11	Shipbuilding, 1909,	-	-
12	Shipbuilding, 1910,	-	-
Printing and Allied Trades.			
13	Printing and publishing, 1907,	-	-
14	Printing and publishing, 1908,	257	-
15	Printing and publishing, 1909,	2,151	-
16	Printing and publishing, 1910,	58	16
17	Bookbinding and blankbook making, 1907,	-	-
18	Bookbinding and blankbook making, 1908,	-	-
19	Bookbinding and blankbook making, 1909,	1,258	-
20	Bookbinding and blankbook making, 1910,	-	-
21	Lithographing and engraving, 1907,	-	-
22	Lithographing and engraving, 1908,	-	-
23	Lithographing and engraving, 1909,	23	-
24	Lithographing and engraving, 1910,	10	-
25	Games, etc., 1907,	-	-
26	Games, etc., 1908,	-	-
27	Games, etc., 1909,	-	-
28	Games, etc., 1910,	-	126
Public Employment.			
29	Federal employees, 1907,	-	-
30	Federal employees, 1908,	-	-
31	Federal employees, 1909,	-	-
32	Federal employees, 1910,	-	-
33	State employees, 1907,	904	-
34	State employees, 1908,	312	-
35	State employees, 1909,	-	-
36	State employees, 1910,	-	-
37	Municipal employees, 1907,	35	-
38	Municipal employees, 1908,	55	-
39	Municipal employees, 1909,	-	-
40	Municipal employees, 1910,	-	-
Restaurants and Trade.			
41	Hotels and restaurants, 1907,	-	-
42	Hotels and restaurants, 1908,	-	-
43	Hotels and restaurants, 1909,	-	-
44	Hotels and restaurants, 1910,	-	-
45	Trade, 1907,	-	-
46	Trade, 1908,	-	-
47	Trade, 1909,	192	-
48	Trade, 1910,	190	-
Textiles.			
49	Bleaching, dyeing, and printing, 1907,	-	-
50	Bleaching, dyeing, and printing, 1908,	-	-
51	Bleaching, dyeing, and printing, 1909,	-	-
52	Bleaching, dyeing, and printing, 1910,	-	2,991
53	Cotton goods, 1907,	73	-
54	Cotton goods, 1908,	-	-
55	Cotton goods, 1909,	-	25,389
56	Cotton goods, 1910,	26	68,882

¹ Several manufacturers in the textile industry reduced the hours of labor of their employees during the latter part of 1909 in anticipation of the taking effect of the 56-hour law on January 1, 1910.

in the Various Industries in 1907-1910: Classified according to the Methods by which Arranged — Continued.

AT REQUEST OF EMPLOYEES							
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration	Totals	
25	-	25	-	25	-	25	1
530	12	542	-	542	-	542	2
105	-	87	18	105	-	105	3
1,420	75	286	1,209	1,495	-	1,495	4
40	-	-	40	40	-	40	5
43	-	43	-	43	-	43	6
-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	8
75	-	-	75	75	-	75	9
-	-	-	-	-	-	-	10
-	-	-	-	-	-	-	11
-	-	-	-	-	-	-	12
-	-	-	-	-	-	-	13
-	-	-	-	-	-	-	14
1,212	-	1,178	34	1,212	-	1,212	15
112	-	6	106	112	-	112	16
412	-	312	100	412	-	412	17
367	25	25	-	25	-	25	18
-	-	364	3	367	-	367	19
-	-	-	-	-	-	-	20
-	-	-	-	-	-	-	21
-	-	-	-	-	-	-	22
387	-	387	-	387	-	387	23
-	-	-	-	-	-	-	24
-	-	-	-	-	-	-	25
-	-	-	-	-	-	-	26
-	-	-	-	-	-	-	27
-	-	-	-	-	-	-	28
-	-	-	-	-	-	-	29
-	-	-	-	-	-	-	30
-	-	-	-	-	-	-	31
-	-	-	-	-	-	-	32
70	-	70	-	70	-	70	33
-	-	-	-	-	-	-	34
-	-	-	-	-	-	-	35
-	-	-	-	-	-	-	36
188	-	51	137	188	-	188	37
194	-	194	-	194	-	194	38
-	-	-	-	-	-	-	39
-	-	-	-	-	-	-	40
-	-	-	-	-	-	-	41
-	-	-	-	-	-	-	42
77	-	77	-	77	-	77	43
-	-	-	-	-	-	-	44
-	-	-	-	-	-	-	45
66	-	66	-	66	-	66	46
3,405	-	290	3,115	3,405	-	3,405	47
150	186	336	-	336	-	336	48
-	-	-	-	-	-	-	49
-	-	-	-	-	-	-	50
-	-	-	-	-	-	-	51
-	-	-	-	-	-	-	52
-	-	-	-	-	-	-	53
-	-	-	-	-	-	-	54
-	-	-	-	-	-	-	55
-	-	-	-	-	-	-	56

² Thirteen employees received change in hours by 56-hour law; added only once in grand total.

TABLE VIII. — *Number of Employees affected by Changes in HOURS OF LABOR
the Changes were*

INDUSTRIES.		Voluntary	By Statute (56-Hour Law) ¹
Textiles—Con.			
1	Flax, hemp, and jute goods, 1907,	—	—
2	Flax, hemp, and jute goods, 1908,	—	—
3	Flax, hemp, and jute goods, 1909,	—	—
4	Flax, hemp, and jute goods, 1910,	—	1,145
5	Hosiery and knit goods, 1907,	—	—
6	Hosiery and knit goods, 1908,	—	—
7	Hosiery and knit goods, 1909,	—	—
8	Hosiery and knit goods, 1910,	72	3,683
9	Woolen and worsted goods, 1907,	—	—
10	Woolen and worsted goods, 1908,	—	—
11	Woolen and worsted goods, 1909,	—	2,428
12	Woolen and worsted goods, 1910,	146	40,887
13	Other textiles, 1907,	—	—
14	Other textiles, 1908,	—	—
15	Other textiles, 1909,	—	111
16	Other textiles, 1910,	27	1,933
Transportation.			
17	Railroads, 1907,	—	—
18	Railroads, 1908,	—	—
19	Railroads, 1909,	355	—
20	Railroads, 1910,	156	—
21	Teaming, 1907,	—	—
22	Teaming, 1908,	—	—
23	Teaming, 1909,	—	—
24	Teaming, 1910,	—	—
Wooden Manufactures.			
25	Saw and planing-mill products, 1907,	—	—
26	Saw and planing-mill products, 1908,	—	—
27	Saw and planing-mill products, 1909,	—	—
28	Saw and planing-mill products, 1910,	—	121
29	Wood turning and carving, 1907,	—	—
30	Wood turning and carving, 1908,	—	—
31	Wood turning and carving, 1909,	825	—
32	Wood turning and carving, 1910,	28	406
Miscellaneous.			
33	Barbering, 1907,	—	—
34	Barbering, 1908,	5	—
35	Barbering, 1909,	—	—
36	Barbering, 1910,	—	—
37	Chemicals, 1907,	—	—
38	Chemicals, 1908,	—	—
39	Chemicals, 1909,	12	—
40	Chemicals, 1910,	—	247
41	Paper and paper goods, 1907,	42	—
42	Paper and paper goods, 1908,	158	—
43	Paper and paper goods, 1909,	—	—
44	Paper and paper goods, 1910,	—	1,595
45	Stationary enginemen, 1907,	—	—
46	Stationary enginemen, 1908,	—	—
47	Stationary enginemen, 1909,	—	—
48	Stationary enginemen, 1910,	—	—
49	Theatres and music, 1907,	—	—
50	Theatres and music, 1908,	—	—
51	Theatres and music, 1909,	—	—
52	Theatres and music, 1910,	—	—
53	Water, light, and power, 1907,	35	—
54	Water, light, and power, 1908,	—	—
55	Water, light, and power, 1909,	—	—
56	Water, light, and power, 1910,	—	—

¹ Several manufacturers in the textile industry reduced the hours of labor of their employees during the latter part of 1909 in anticipation of the taking effect of the 56-hour law on January 1, 1910.

in the Various Industries in 1907-1910: Classified according to the Methods by which Arranged — Concluded.

AT REQUEST OF EMPLOYEES							
Without Strike	After Strike	With Aid of Labor Organizations	Without Aid of Labor Organizations	By Direct Negotiations	By Arbitration	Totals	
-	-	-	-	-	-	-	1
-	-	-	-	-	-	-	2
-	-	-	-	-	-	-	3
-	-	-	-	-	-	-	4
-	-	-	-	-	-	-	5
-	-	-	-	-	-	-	6
-	-	-	-	-	-	-	7
-	-	-	-	-	-	-	8
69	-	-	69	69	-	69	9
-	-	-	-	-	-	-	10
27	-	-	27	27	-	27	11
-	-	-	-	-	-	-	12
-	-	-	-	-	-	-	13
-	-	-	-	-	-	-	14
-	-	-	-	-	-	-	15
-	-	-	-	-	-	-	16
-	-	-	-	-	-	-	17
284	-	284	-	284	-	284	18
105	-	99	6	105	-	105	19
1,155	-	1,155	-	1,155	-	1,155	20
-	-	-	-	-	-	-	21
1,476	-	1,476	-	1,476	-	1,476	22
-	-	-	-	-	-	-	23
-	-	-	-	-	-	-	24
-	-	-	-	-	-	-	25
-	-	-	-	-	-	-	26
-	-	-	-	-	-	-	27
-	14	14	-	14	-	14	28
16	46	46	16	62	-	62	29
-	-	-	-	-	-	-	30
-	11	11	-	11	-	11	31
-	-	-	-	-	-	-	32
2,028	-	2,028	-	2,028	-	2,028	33
103	-	103	-	84	19	103	34
218	-	218	-	218	-	218	35
984	-	984	-	984	-	984	36
-	-	-	-	-	-	-	37
-	-	-	-	-	-	-	38
114	-	-	114	114	-	114	39
-	-	-	-	-	-	-	40
51	-	-	51	-	51	51	41
-	-	-	-	-	-	-	42
-	-	-	-	-	-	-	43
-	70	-	70	70	-	70	44
276	-	263	13	276	-	276	45
-	-	-	-	-	-	-	46
3	-	-	3	3	-	3	47
135	-	135	-	135	-	135	48
-	-	-	-	-	-	-	49
-	-	-	-	-	-	-	50
-	-	-	-	-	-	-	51
20	-	20	-	20	-	20	52
10	-	-	10	10	-	10	53
-	-	-	-	-	-	-	54
-	-	-	-	-	-	-	55
9	-	-	9	9	-	9	56

² Thirteen employees received change in hours by 56-hour law; added only once in grand total.

TABLE IX. — *Decreases in HOURS OF LABOR in 1907-1910: By Localities.*
Decreases for 1910 Classified by Industries.

LOCALITIES AND INDUSTRIES.	MALES		FEMALES		NUMBER OF EMPLOYEES GRANTED DECREASES AS RESULT OF 56-HOUR LAW	
	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Decrease	Males	Females
The State, 1907,	19,547	105,930	4,560	16,559	-	-
The State, 1908,	3,916	29,258	512	3,490	-	-
The State, 1909,	30,628	82,735	15,187	34,732	¹ 15,183	¹ 12,745
The State, 1910,	84,622	204,056	69,983	141,249	67,976	69,481
Acton, 1910,	1	2	30	60	1	30
Adams, 1908,	14	14	-	-	-	-
Adams, 1910,	1,869	3,738	1,519	3,038	1,869	1,519
Cotton goods,	1,863	3,726	1,492	2,984	1,863	1,492
Other industries,	6	12	27	54	6	27
Agawam, 1907,	20	40	-	-	-	-
Agawam, 1910,	27	54	14	28	27	14
Amesbury, 1909,	572	3,025	13	70	-	-
Amesbury, 1910,	715	1,430	451	902	715	451
Amherst, 1910,	8	24	-	-	-	-
Arlington, 1910,	63	252	-	-	-	-
Athol, 1907,	75	450	-	-	-	-
Athol, 1910,	178	410	203	430	166	203
Attleborough, 1910,	238	547	709	1,646	228	709
Miscellaneous metal manufactures,	185	481	624	1,476	195	624
Cotton goods,	31	62	60	120	31	60
Other industries,	2	4	25	50	2	25
Auburn, 1910,	3	6	30	60	3	30
Barre, 1910,	70	140	87	174	70	87
Becket, 1910,	3	6	15	30	3	15
Bellingham, 1910,	4	8	64	128	4	64
Belmont, 1907,	15	90	-	-	-	-
BEVERLY, 1908,	9	6	-	-	-	-
BEVERLY, 1910,	3,094	14,996	101	367	7	46
Buildings trades,	347	1,296	-	-	-	-
Saw and planing mill products,	14	56	37	74	-	37
Other industries,	2,733	13,644	64	293	7	9
Billerica, 1910,	223	446	323	646	223	323
Woolen and worsted goods,	223	446	323	646	223	323
BOSTON, 1907,	4,762	41,957	195	1,106	-	-
BOSTON, 1908,	1,950	6,894	360	2,154	-	-
BOSTON, 1909,	4,947	21,403	541	2,996	-	-
BOSTON, 1910,	4,470	14,192	1,674	3,174	429	1,513
Building trades,	295	583	-	-	-	-
Garments,	63	222	160	320	30	160
Hats and caps,	8	16	120	240	8	120
Iron and steel manufactures,	1,182	1,284	47	94	21	47
Lithographing and engraving,	387	779	-	-	-	-
Trade,	157	471	-	-	-	-
Hosiery and knit goods,	41	87	418	906	38	371
Woolen and worsted goods,	267	534	447	894	267	447
Other industries,	2,070	10,216	482	720	65	368
Braintree, 1910,	92	274	55	110	47	55
Bridgewater, 1907,	40	80	-	-	-	-
BROCKTON, 1908,	23	15	-	-	-	-
BROCKTON, 1909,	76	131	219	329	-	-
BROCKTON, 1910,	1,209	4,284	90	180	42	76
Building trades,	859	3,369	-	-	-	-
Cotton goods,	11	22	11	22	11	11
Other industries,	339	893	79	158	31	65

¹ In anticipation of 56-hour law.

TABLE IX. — *Decreases in HOURS OF LABOR in 1907-1910: By Localities.*
Decreases for 1910 Classified by Industries — Continued.

LOCALITIES AND INDUSTRIES.	MALES		FEMALES		NUMBER OF EMPLOYEES GRANTED DECREASES AS RESULT OF 56-HOUR LAW	
	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Decrease	Males	Females
Brookfield, 1908.	5	15	-	-	-	-
Brookfield, 1910.	79	158	54	108	79	54
Brookline, 1908.	259	358	-	-	-	-
Brookline, 1909.	300	1,200	-	-	-	-
CAMBRIDGE, 1907.	49	294	60	360	-	-
CAMBRIDGE, 1908.	61	314	-	-	-	-
CAMBRIDGE, 1909.	1,341	5,733	557	2,126	-	-
CAMBRIDGE, 1910.	214	512	288	499	108	288
Printing and publishing,	106	296	-	-	-	-
Cotton goods,	24	48	55	33	24	55
Chemicals,	79	158	136	272	79	136
Other industries,	5	10	97	194	5	97
Canton, 1910.	103	262	77	159	76	77
Charlton, 1910.	48	96	38	76	48	38
Chelmsford, 1910.	522	1,044	574	1,148	522	574
Woolen and worsted goods,	522	1,044	574	1,148	522	574
CHELSEA, 1909.	1,034	1,377	158	79	-	-
CHELSEA, 1910.	755	1,798	551	1,102	731	551
Boots and shoes,	657	1,314	409	818	657	409
Cotton goods,	74	148	142	284	74	142
Other industries,	24	336	-	-	-	-
CHICOPEE, 1907.	24	144	-	-	-	-
CHICOPEE, 1908.	48	157	3	13	-	-
CHICOPEE, 1909.	958	2,140	1,318	2,636	902	1,318
CHICOPEE, 1910.	6	24	-	-	-	-
Clinton, 1907.	48	288	-	-	-	-
Clinton, 1909.	1,174	2,348	727	1,454	1,174	727
Clinton, 1910.	177	354	171	342	177	171
Woolen and worsted goods,	177	354	171	342	177	171
Colrain, 1910.	31	62	14	28	31	14
Concord, 1908.	54	630	-	-	-	-
Concord, 1910.	203	496	82	164	158	82
Conway, 1910.	9	18	27	54	9	27
Dalton, 1910.	74	148	38	76	74	38
Dana, 1910.	19	38	12	24	19	12
Danvers, 1907.	12	96	-	-	-	-
Danvers, 1908.	27	18	-	-	-	-
Danvers, 1909.	12	4	-	-	-	-
Danvers, 1910.	22	44	142	284	22	142
Miscellaneous metal manufactures,	22	44	142	284	22	142
Dedham, 1910.	8	16	191	382	8	191
Deerfield, 1910.	40	80	80	160	40	80
Dighton, 1908.	25	150	-	-	-	-
Douglas, 1910.	258	516	162	324	258	162
Woolen and worsted goods,	258	516	162	324	258	162
Dracut, 1910.	440	880	165	330	440	165
Woolen and worsted goods,	440	880	165	330	440	165
Dudley, 1910.	3	6	24	48	3	24
Easthampton, 1910.	1,804	2,975	856	1,977	1,374	856
Cotton goods,	840	1,927	729	1,723	840	729
Other industries,	464	1,048	127	254	434	127
Easton, 1910.	21	84	-	-	-	-
Enfield, 1910.	4	8	29	58	4	29

TABLE IX. — *Decreases in HOURS OF LABOR in 1907-1910: By Localities.*
Decreases for 1910 Classified by Industries — Continued.

LOCALITIES AND INDUSTRIES	MALES		FEMALES		NUMBER OF EMPLOYEES GRANTED DECREASES AS RESULT OF 56-HOUR LAW	
	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Decrease	Males	Females
Erving, 1910,	4	12	27	54	4	27
Essex, 1910,	6	84	-	-	-	-
EVERETT, 1909,	73	292	-	-	-	-
FALL RIVER, 1907,	98	296	-	-	-	-
FALL RIVER, 1908,	30	180	-	-	-	-
FALL RIVER, 1909,	199	894	-	-	-	-
FALL RIVER, 1910,	15,474	31,602	13,548	27,041	15,066	13,438
Building trades,	230	1,056	-	-	-	-
Bleaching, dyeing, and printing,	647	1,294	372	744	647	372
Cotton goods,	14,364	28,728	13,015	26,030	14,364	13,015
Other industries,	233	524	161	267	55	51
FITCHBURG, 1907,	10	140	-	-	-	-
FITCHBURG, 1909,	86	254	61	122	50	61
FITCHBURG, 1910,	1,413	2,826	1,612	3,324	1,413	1,612
Cotton goods,	664	1,328	788	1,576	664	788
Woolen and worsted goods,	634	1,268	657	1,314	634	657
Paper and paper goods,	18	36	77	154	18	77
Other industries,	97	194	90	180	97	90
Foxborough, 1907,	8	64	-	-	-	-
Foxborough, 1910,	-	-	147	294	-	147
Framingham, 1907,	480	1,920	200	800	-	-
Framingham, 1910,	171	642	307	614	21	307
Franklin, 1910,	236	472	140	280	209	140
Cotton goods,	20	40	20	40	20	20
Woolen and worsted goods,	216	432	120	240	189	120
Freetown, 1910,	6	12	15	30	6	15
Gardner, 1907,	126	756	-	-	-	-
Gardner, 1910,	139	442	47	102	123	47
Wood turning and carving,	55	138	43	86	55	43
Other industries,	84	304	4	16	68	4
GLOUCESTER, 1907,	2,600	15,600	400	2,400	-	-
GLOUCESTER, 1908,	123	738	-	-	-	-
GLOUCESTER, 1910,	105	209	-	-	11	-
Building trades,	58	39	-	-	-	-
Other industries,	47	170	-	-	11	-
Grafton, 1909,	25	139	-	-	-	-
Grafton, 1910,	380	760	360	720	380	360
Cotton goods,	371	742	295	590	371	295
Other industries,	9	18	65	130	9	65
Great Barrington, 1910,	232	464	277	554	232	277
Cotton goods,	217	434	243	486	217	243
Other industries,	15	30	34	68	15	34
Greenfield, 1907,	25	450	-	-	-	-
Greenfield, 1908,	19	19	-	-	-	-
Greenfield, 1909,	75	450	-	-	-	-
Hardwick, 1907,	42	756	-	-	-	-
HAVERHILL, 1907,	73	342	-	-	-	-
HAVERHILL, 1909,	16	64	-	-	-	-
HAVERHILL, 1910,	535	2,144	1,402	3,247	157	1,260
Boots and shoes,	518	1,978	1,137	2,717	151	995
Paper and paper goods,	3	6	35	70	3	35
Other industries,	14	160	230	460	3	230
Hingham and vicinity, 1910,	93	72	-	-	-	-
Hinsdale, 1910,	57	114	25	50	57	25
Holden, 1910,	2	4	79	158	2	79
Holliston, 1910,	-	-	21	42	-	21

TABLE IX. — *Decreases in HOURS OF LABOR in 1907-1910: By Localities.*
Decreases for 1910 Classified by Industries — Continued.

LOCALITIES AND INDUSTRIES.	MALES		FEMALES		NUMBER OF EMPLOYEES GRANTED DECREASES AS RESULT OF 56-HOUR LAW	
	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Decrease	Males	Females
HOLYOKE, 1907,	67	836	-	-	-	-
HOLYOKE, 1909,	2,527	4,359	1,807	3,614	1,992	1,807
HOLYOKE, 1910,	1,191	3,217	1,016	2,032	595	1,016
Building trades,	539	1,856	-	-	-	-
Cotton goods,	203	406	373	746	203	373
Paper and paper goods,	141	282	147	294	141	147
Other industries,	308	673	496	992	251	496
Hubbardston, 1910,	20	40	12	24	20	12
Hudson, 1910,	47	94	155	310	47	155
Boots and shoes,	47	94	143	286	47	143
Other industries,	-	-	12	24	-	12
Hull, 1910,	25	100	-	-	-	-
Huntington, 1910,	87	174	76	152	87	76
Hyde Park, 1910,	4	96	22	44	-	22
Ipswich, 1910,	494	983	605	1,210	494	605
Lancaster, 1910,	19	38	9	18	19	9
LAWRENCE, 1907,	230	1,380	-	-	-	-
LAWRENCE, 1909,	180	999	-	-	-	-
LAWRENCE, 1910,	16,187	31,686	11,384	22,768	14,602	11,384
Bleaching, dyeing, and printing,	307	614	193	386	307	193
Cotton goods,	4,940	9,880	3,955	7,910	4,940	3,955
Woolen and worsted goods,	8,892	17,784	6,941	13,882	8,892	6,941
Other industries,	1,048	3,408	295	590	463	295
Leicester, 1910,	14	28	216	432	14	216
Woolen and worsted goods,	14	28	216	432	14	216
Leominster, 1910,	113	278	348	830	113	348
Buttons, combs, etc.,	61	122	214	428	61	214
Other industries,	52	156	134	402	52	134
Littleton, 1910,	67	134	37	74	67	37
LOWELL, 1907,	16	80	-	-	-	-
LOWELL, 1908,	38	25	-	-	-	-
LOWELL, 1909,	101	358	61	366	-	-
LOWELL, 1910,	7,543	16,023	5,874	11,743	7,268	5,874
Building trades,	132	682	-	-	-	-
Boots and shoes,	486	972	394	788	486	394
Cotton goods,	5,155	10,310	3,616	7,232	5,155	3,616
Woolen and worsted goods,	1,382	2,764	1,446	2,892	1,382	1,446
Other industries,	388	1,300	418	836	245	418
LYNN, 1907,	500	2,000	100	400	-	-
LYNN, 1909,	164	550	34	62	-	-
LYNN, 1910,	1,085	4,598	8	16	10	8
Building trades,	632	2,465	-	-	-	-
Boots and shoes,	277	1,393	-	-	-	-
Iron and steel manufactures,	47	188	-	-	-	-
Other industries,	129	552	8	16	10	8
MALDEN, 1909,	138	678	8	48	-	-
MALDEN, 1910,	49	98	68	136	49	68
Cotton goods,	44	88	59	118	44	59
Other industries,	5	10	9	18	5	9
Manchester, 1910,	60	240	-	-	-	-
Mansfield, 1910,	104	208	98	196	104	98
Miscellaneous metal manufactures,	104	208	98	196	104	98
Marblehead, 1910,	79	316	37	111	-	37
MARLBOROUGH, 1907,	5,127	16,708	3,033	9,732	-	-
MARLBOROUGH, 1909,	106	137	-	-	-	-
MARLBOROUGH, 1910,	420	833	165	330	410	165

TABLE IX. — *Decreases in HOURS OF LABOR in 1907-1910: By Localities.*
Decreases for 1910 Classified by Industries — Continued.

LOCALITIES AND INDUSTRIES.	MALES		FEMALES		NUMBER OF EMPLOYEES GRANTED DECREASES AS RESULT OF 56-HOUR LAW	
	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Decrease	Males	Females
Maynard, 1910,	1,767	3,534	749	1,498	1,767	749
Woolen and worsted goods, . . .	1,767	3,534	749	1,498	1,767	749
Medfield, 1907,	27	162	-	-	-	-
MEDFORD, 1909,	30	120	-	-	-	-
MEDFORD, 1910,	60	120	27	54	60	27
Melrose, 1910,	77	296	44	88	6	44
Merrimac, 1909,	240	1,340	-	-	-	-
Methuen, 1910,	203	530	228	456	141	228
Woolen and worsted goods, . . .	2	4	55	110	2	55
Other industries,	201	526	173	346	139	173
Middleborough, 1907,	49	98	-	-	-	-
Middleborough, 1910,	7	14	66	132	7	66
Milford, 1907,	45	270	-	-	-	-
Milford, 1908,	22	132	-	-	-	-
Milford, 1910,	30	60	216	432	30	216
Boots and shoes,	22	44	92	184	22	92
Other industries,	8	16	124	248	8	124
Millbury, 1909,	49	98	49	98	49	49
Millbury, 1910,	48	96	177	354	48	177
Flax, hemp, and jute goods, . .	42	84	118	236	42	118
Other industries,	6	12	59	118	6	59
Millis, 1910,	238	476	72	144	238	72
Milton, 1909,	50	200	-	-	-	-
Milton, 1910,	26	104	-	-	-	-
Monson, 1910,	10	20	120	240	10	120
Woolen and worsted goods, . . .	10	20	120	240	10	120
Montague, 1910,	53	106	100	200	53	100
Nahant, 1910,	23	92	-	-	-	-
Natick, 1910,	21	42	175	350	21	175
Boots and shoes,	21	42	169	338	21	169
Other industries,	-	-	6	12	-	6
Needham, 1909,	50	50	180	180	-	-
Needham, 1910,	19	38	24	48	19	24
NEW BEDFORD, 1909,	9,207	18,414	6,966	13,932	9,207	6,966
NEW BEDFORD, 1910,	2,337	4,674	1,681	3,362	2,337	1,681
Cotton goods,	2,181	4,362	1,561	3,122	2,181	1,561
Other industries,	156	312	120	240	156	120
Newbury, 1910,	5	70	-	-	-	-
NEWBURYPORT, 1910,	178	356	424	848	178	424
Boots and shoes,	15	30	256	512	15	256
Buttons, combs, etc.,	17	34	22	44	17	22
Cotton goods,	141	282	131	262	141	131
Other industries,	5	10	15	30	5	15
NEWTON, 1909,	6	36	3	18	-	-
NEWTON, 1910,	579	1,894	466	932	211	466
Building trades,	368	1,472	-	-	-	-
Woolen and worsted goods, . . .	138	276	173	346	138	173
Other textiles,	73	146	293	586	73	293
Norfolk, 1910,	-	-	13	26	-	13
NORTH ADAMS, 1908,	40	40	-	-	-	-
NORTH ADAMS, 1909,	875	1,750	808	1,616	875	808
NORTH ADAMS, 1910,	336	1,162	590	1,180	331	590
Woolen and worsted goods, . . .	14	28	286	572	14	286
Other industries,	322	1,154	304	608	307	304

TABLE IX. — *Decreases in HOURS OF LABOR in 1907-1910: By Localities.*
Decreases for 1910 Classified by Industries — Continued.

LOCALITIES AND INDUSTRIES.	MALES		FEMALES		NUMBER OF EMPLOYEES GRANTED DECREASES AS RESULT OF 56-HOUR LAW	
	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Decrease	Males	Females
NORTHAMPTON, 1908,	158	1,830	-	-	-	-
NORTHAMPTON, 1910,	495	708	528	944	495	528
NORTH ANDOVER, 1910,	710	1,430	558	1,116	710	558
Woolen and worsted goods,	681	1,362	542	1,084	681	542
Other industries,	29	58	16	32	29	16
North Attleborough, 1910,	225	488	551	1,102	206	551
Miscellaneous metal manufactures,	180	360	405	810	180	405
Other industries,	45	128	146	292	26	146
Northbridge, 1907,	2,015	6,045	33	99	-	-
Northbridge, 1910,	758	1,516	504	1,008	758	504
Cotton goods,	681	1,362	471	942	758	504
Other industries,	77	154	33	66	-	-
North Brookfield, 1910,	3	6	25	50	3	25
Norton, 1910,	111	222	151	302	111	151
Miscellaneous metal manufactures,	30	60	87	174	30	87
Other industries,	81	162	64	128	81	64
Norwood, 1908,	65	390	-	-	-	-
Norwood, 1909,	538	3,198	287	1,697	-	-
Orange, 1910,	46	92	160	320	46	160
Oxford, 1910,	128	256	217	434	128	217
Woolen and worsted goods,	73	146	161	322	73	161
Other industries,	55	110	56	112	55	56
Palmer, 1910,	244	488	249	498	244	249
Peabody, 1907,	13	312	-	-	-	-
Peabody, 1910,	68	136	194	388	68	194
Boots and shoes,	55	110	71	142	55	71
Other industries,	13	26	123	246	13	123
Pepperell, 1910,	1	2	81	162	1	81
Paper and paper goods,	1	2	81	162	1	81
PITTSFIELD, 1908,	75	150	-	-	-	-
PITTSFIELD, 1909,	326	1,304	-	-	-	-
PITTSFIELD, 1910,	1,213	2,426	951	1,902	1,213	951
Hosiery and knit goods,	3	6	73	146	3	73
Woolen and worsted goods,	1,164	2,328	725	1,450	1,164	725
Other industries,	46	92	153	306	46	153
Plainville, 1910,	6	12	96	192	6	96
Plymouth, 1910,	678	1,356	473	946	678	473
Woolen and worsted goods,	678	1,356	473	946	678	473
QUINCY, 1907,	40	240	-	-	-	-
QUINCY, 1910,	264	1,496	-	-	-	-
Reading, 1908,	30	180	-	-	-	-
Revere, 1909,	43	172	-	-	-	-
Revere, 1910,	84	336	-	-	-	-
Rockland, 1908,	25	12	-	-	-	-
Rockland, 1910,	35	140	-	-	-	-
Royalston, 1910,	11	22	1	2	11	1
Rutland, 1908,	14	238	-	-	-	-
Rutland, 1910,	16	32	21	42	16	21
SALEM, 1909,	87	44	-	-	-	-
SALEM, 1910,	988	2,559	941	1,882	679	941
Boots and shoes,	131	412	68	136	56	68
Other industries,	857	2,147	873	1,746	623	873
Saugus, 1910,	130	310	32	64	105	32

TABLE IX. — *Decreases in HOURS OF LABOR in 1907-1910: By Localities.*
Decreases for 1910 Classified by Industries — Continued.

LOCALITIES AND INDUSTRIES.	MALES		FEMALES		NUMBER OF EMPLOYEES GRANTED DECREASES AS RESULT OF 56-HOUR LAW	
	Number of Employees Affected	Total Weekly Decrease	Number of Employees Affected	Total Weekly Decrease	Males	Females
Sharon, 1910,	6	12	23	46	6	23
Shirley, 1910,	316	632	214	428	316	214
Cotton goods,	316	632	214	428	316	214
SOMERVILLE, 1909,	122	492	1	6	—	—
SOMERVILLE, 1910,	7	14	96	192	7	96
Southborough, 1910,	34	68	15	30	34	15
Southbridge, 1907,	1,634	6,525	530	1,590	—	—
Southbridge, 1910,	78	156	90	180	78	90
Spencer, 1910,	102	220	555	1,144	102	555
Boots and shoes,	96	208	495	1,024	96	495
Paper and paper goods,	4	8	44	88	4	44
Other industries,	2	4	16	32	2	16
SPRINGFIELD, 1907,	105	630	—	—	—	—
SPRINGFIELD, 1908,	556	3,545	49	318	—	—
SPRINGFIELD, 1909,	3,687	6,354	137	822	—	—
SPRINGFIELD, 1910,	1,732	6,262	617	1,325	173	617
Building trades,	1,003	3,412	—	—	—	—
Liquors,	71	313	—	—	—	—
Cotton goods,	11	22	88	176	11	88
Hosiery and knit goods,	23	46	176	430	23	176
Paper and paper goods,	76	152	64	128	76	64
Other industries,	548	2,317	289	591	63	289
Stoneham, 1910,	29	58	46	92	29	46
Stoughton, 1910,	117	314	113	226	77	113
Hosiery and knit goods,	68	136	104	208	68	104
Other industries,	49	178	9	18	9	9
Stow, 1910,	54	108	28	56	54	28
Sutton, 1910,	372	744	270	540	372	270
Cotton goods,	372	744	270	540	372	270
Swansea, 1910,	39	78	—	—	39	—
TAUNTON, 1908,	46	460	54	540	—	—
TAUNTON, 1910,	916	1,835	927	1,868	916	927
Cotton goods,	888	1,776	772	1,544	888	772
Other industries,	28	59	155	324	28	155
Tewksbury, 1907,	18	108	—	—	—	—
Uxbridge, 1910,	300	600	268	536	300	268
Woolen and worsted goods,	206	412	198	396	206	198
Other industries,	94	188	70	140	94	70
Wakefield, 1910,	143	372	700	1,400	100	700
Walpole, 1910,	87	294	88	198	87	88
WALTHAM, 1907,	14	161	—	—	—	—
WALTHAM, 1909,	65	130	71	142	—	—
WALTHAM, 1910,	1,078	2,229	360	702	959	342
Ware, 1909,	934	1,868	1,009	2,018	934	1,009
Ware, 1910,	1,066	2,372	642	1,284	1,066	642
Woolen and worsted goods,	1,066	2,012	642	1,284	1,066	642
Other industries,	60	360	—	—	—	—
Warren, 1910,	8	16	112	224	8	112
Watertown, 1910,	265	457	180	360	119	180
Woolen and worsted goods,	187	301	80	160	41	80
Other industries,	78	156	100	200	78	100
Wayland, 1910,	20	40	53	106	20	53

TABLE IX. — *Decreases in HOURS OF LABOR in 1907-1910: By Localities.*
Decreases for 1910 Classified by Industries — Concluded.

LOCALITIES AND INDUSTRIES.	MALES		FEMALES		NUMBER OF EM- PLOYEES GRANTED DECREASES AS RESULT OF 56-HOUR LAW	
	Number of Em- ployees Affected	Total Weekly Decrease	Number of Em- ployees Affected	Total Weekly Decrease	Males	Females
Webster, 1907,	35	210	-	-	-	-
Webster, 1910,	1,262	2,524	1,473	2,946	1,262	1,473
Boots and shoes,	75	150	156	312	75	156
Woolen and worsted goods,	424	848	650	1,300	424	650
Other industries,	763	1,526	667	1,334	763	667
Wellesley, 1910,	53	156	56	112	28	56
Westborough, 1907,	26	223	9	72	-	-
Westborough, 1910,	5	10	287	574	5	287
West Brookfield, 1909,	56	98	172	301	-	-
West Brookfield, 1910,	52	104	172	344	52	172
Westfield, 1910,	105	245	344	688	90	344
Leather and leather goods,	37	74	204	408	37	204
Other industries,	68	171	140	280	53	140
Westford, 1910,	230	460	283	566	230	283
Weston, 1907,	26	104	-	-	-	-
Weymouth, 1910,	7	14	100	200	7	100
Whitman, 1910,	62	248	-	-	-	-
Williamstown, 1908,	5	10	-	-	-	-
Williamstown, 1910,	9	18	48	96	9	48
Winchendon, 1909,	56	73	-	-	-	-
Winchendon, 1910,	127	254	111	222	127	111
Winchester, 1910,	45	166	12	24	7	12
Woolen and worsted goods,	7	14	12	24	7	12
Other industries,	38	152	-	-	-	-
Winthrop, 1909,	40	160	-	-	-	-
WOBURN, 1910,	98	587	31	67	3	31
WORCESTER, 1907,	58	552	-	-	-	-
WORCESTER, 1908,	42	420	44	440	-	-
WORCESTER, 1909,	63	300	-	-	-	-
WORCESTER, 1910,	1,837	3,849	3,687	7,618	934	3,686
Boots and shoes,	257	561	235	547	257	235
Garments,	38	76	1,285	2,570	38	1,285
Iron and steel manufactures,	458	1,864	438	927	233	438
Printing and publishing,	62	272	2	8	-	-
Cotton goods,	26	52	298	596	26	298
Hosiery and knit goods,	40	107	135	382	40	135
Woolen and worsted goods,	301	602	937	1,874	301	937
Paper and paper goods,	34	68	325	650	34	325
Other industries,	121	247	32	64	5	32
In general, 1907,	995	5,518	-	-	-	-
In general, 1908,	153	3,318	2	25	-	-
In general, 1910,	172	1,032	-	-	-	-

TABLE X. — *Increases in HOURS OF LABOR in 1907-1910: By Localities.*

LOCALITIES.	MALES		FEMALES		BOTH SEXES	
	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Increase	Number of Em- ployees Affected	Total Weekly Increase
The State, 1907,	283	2,390	15	135	298	2,525
The State, 1908,	89	534	-	-	89	534
The State, 1909,	383	1,915	-	-	383	1,915
The State, 1910,	-	-	70	175	70	175
Belmont, 1907,	1	6	15	135	16	141
Cheshire, 1908,	46	276	-	-	46	276
Dalton, 1910,	-	-	70	175	70	175
FITCHBURG, 1909,	330	1,650	-	-	330	1,650
Framingham, 1909,	53	265	-	-	53	265
LAWRENCE, 1908,	28	168	-	-	28	168
LOWELL, 1907,	250	2,000	-	-	250	2,000
NEW BEDFORD, 1908,	15	90	-	-	15	90
WORCESTER, 1907,	32	384	-	-	32	384

TABLE XI. — *Number of Women who received Decreases in HOURS OF LABOR in 1910.*

INDUSTRIES AND OCCUPATIONS.	Number of Employees Affected	Total Weekly Decrease
Clothing.		
<i>Boots and Shoes.</i>		
Boot and shoe workers:	4,276	9,129
Counter and heel makers,	4,276	9,129
Packing room employees,	92	187
Shoe workers,	23	69
	4,161	8,873
<i>Buttons, Combs, etc.</i>		
Button workers,	292	584
Celluloid goods makers,	11	22
Comb makers,	167	334
	114	228
<i>Garments.</i>		
Corset makers,	2,103	4,206
Garment workers,	1,209	2,418
Hose supporter and suspender makers,	331	662
Shirtwaist makers,	245	490
Suit makers,	138	276
Trouser makers,	13	26
Underwear makers,	12	24
	155	310
<i>Hats, Caps, and Furs.</i>		
Hat makers,	621	1,242
	621	1,242
<i>Shirts, Collars, and Laundry.</i>		
Collar and cuff makers,	25	63
	25	63
<i>Gloves.</i>		
Glove makers,	12	24
	12	24
Food, Liquors, and Tobacco.		
<i>Food Products.</i>		
Biscuit and cracker makers,	406	660
Confectionery makers,	94	188
	312	472
<i>Tobacco.</i>		
Cigar makers,	19	38
	19	38
Leather and Rubber Goods.		
<i>Leather and Leather Goods.</i>		
Athletic goods makers,	439	860
Belt makers,	50	100
Patent leather makers,	5	10
Pocketbook makers,	8	16
Tannery employees,	100	200
Whip makers,	63	126
	204	408
<i>Rubber and Gutta Percha Goods.</i>		
Rubber goods workers,	95	190
	95	190
Metals, Machinery, and Shipbuilding.		
<i>Iron and Steel Manufactures.</i>		
Firearms makers,	879	1,974
Hardware makers,	80	160
Machinists,	27	54
Mill supplies makers,	69	303
Organ parts makers,	159	318
Screw and rivet makers,	20	40
Steel and wire workers,	110	271
Tack makers,	225	450
Tin can makers,	25	50
Wire workers,	22	44
	142	284
<i>Miscellaneous Metal Trades.</i>		
Aluminum novelty makers,	1,867	3,984
Buckle and novelty makers,	14	42
Cartridge makers,	71	142
Electrical apparatus makers,	115	230
Eyeglass chain makers,	29	58
Jewelry workers,	19	38
Lamp makers,	1,387	3,002
Sheet metal workers,	142	284
Silver goods workers,	16	32
	74	156

TABLE XI. — *Number of Women who received Decreases in HOURS OF LABOR in 1910 — Concluded.*

INDUSTRIES AND OCCUPATIONS.		Number of Employees Affected	Total Weekly Decrease
Printing and Allied Trades.			
<i>Printing and Publishing.</i>			
Compositors,		11	26
		11	26
<i>Games.</i>			
Toy and game makers,		103	206
		103	206
Restaurants and Trade.			
<i>Trade.</i>			
Retail clerks,		124	193
		124	193
Textiles.			
<i>Bleaching, Dyeing, and Printing.</i>			
Operatives,		1,266	2,554
		1,266	2,554
<i>Cotton Goods.</i>			
Operatives,		31,899	63,910
		31,899	63,910
<i>Flax, Hemp, and Jute Goods.</i>			
Operatives,		637	1,274
		637	1,274
<i>Hosiery and Knit Goods.</i>			
Operatives,		2,705	5,653
		2,705	5,653
<i>Woolen and Worsted Goods.</i>			
Operatives,		19,220	38,440
		19,220	38,440
<i>Other Textiles.</i>			
Silk operatives,		1,353	2,734
Curtain workers,		1,150	2,328
Oil cloth workers,		151	302
		52	104
Wooden Manufactures.			
<i>Saw and Planing Mill Products.</i>			
Box makers,		119	252
		119	252
<i>Wood Turning and Carving.</i>			
Brush makers,		134	156
Chair makers,		91	70
		43	86
Miscellaneous.			
<i>Chemicals.</i>			
Drug and medicine factory employees,		165	330
Shoe polish workers,		11	22
Stove polish workers,		125	250
		29	58
<i>Paper and Paper Goods.</i>			
Bag makers,		1,222	2,567
Box makers,		23	46
Paper makers,		548	1,230
		651	1,291
Totals,		69,983	141,249

SPECIMEN FORMS OF INQUIRY TO EMPLOYERS AND REPRESENTATIVES OF THE EMPLOYEES CONCERNED RELATING TO CHANGES IN RATES OF WAGES AND HOURS OF LABOR.

1. CIRCULAR LETTER OF INQUIRY SENT TO EMPLOYERS.



The Commonwealth of Massachusetts

Bureau of Statistics

CHARLES F. GETTEMY
DIRECTOR

LABOR DIVISION

State House

Boston,

We are desirous of obtaining a *complete* and *accurate* record of Changes in the Rates of Wages and Hours of Labor in Massachusetts, as they occur, for publication in the Annual Report presented to the Legislature.

These statistics are collected and published by the Bureau in pursuance of the general provisions of the law governing the duties of this department, but since no legal requirement rests upon either employers of labor or employees to notify this Bureau that a change in wages or hours of labor has gone into effect, we are necessarily dependent upon various other sources for our primary information. Such information (which is not always *accurate* or *complete*) we desire to subject to official verification by the parties immediately concerned, and, therefore, ask that you kindly answer as many as possible of the questions on the form enclosed.

Permit me to assure you that any information you may be willing to furnish will be used solely for statistical purposes and will not be published under your name.

Assuring you of our appreciation of your courtesy in this matter, I am

Respectfully yours,

CHARLES F. GETTEMY,
Director.

(Enclosure)

2. SCHEDULE SENT WITH CIRCULAR LETTER TO EMPLOYERS.



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

CHARLES F. GETTEMY
DIRECTOR

STATE HOUSE, BOSTON

Changes in Rates of Wages and Hours of Labor.

INDIVIDUAL RETURNS ARE REGARDED AS CONFIDENTIAL.

Definition: A change in the rate of wages involves a rise or fall of the weekly, daily, or hourly rate of remuneration of any given class of wage-earners, apart from any change in the nature of the work performed or apart from any revision of rates owing to the increased length of service or experience of the employee.

1. City or town in which employees affected by the change were employed?
2. Industry?
3. Date from which change took effect?
4. Name of establishment?
5. If more than one establishment was affected, give names of other firms?

6. Occupations of EMPLOYEES AFFECTED BY CHANGE.	Number of EMPLOYEES AFFECTED.		Rates of Wages.			Hours of Labor a Week EXCLUSIVE OF MEAL PERIODS AND OVERTIME.	
	Males.	Females.	Before Change.	After Change.	Per hour, day, or week.	Before Change.	After Change.

7. In case of a change in piece rates, or a percentage increase or decrease, kindly state the amount of the weekly pay-rolls before and after the change in wages:

Percentage increase or decrease

Before change: Number of employees working at piece rates Amount of weekly
pay-roll of piece workers, \$ for week ending 19 . . .

After change: Number of employees working at piece rates Amount of weekly
pay-roll of piece workers, \$ for week ending 19 . . .

8. Was change granted after strike or without strike?
9. Underline the method by which the change was arranged: At request of employees. At request of a trade union. By arbitration. Voluntary change *unsolicited* by employees.
10. (a) If change was arranged by either of the first three methods kindly mention date on which request for change was made.
(b) Did the employees threaten to leave work if their request was not granted?
11. **Kindly enclose copy of any printed or written agreement that may have been made regarding this change.**

Signature

Date

3. CIRCULAR LETTER OF INQUIRY SENT TO REPRESENTATIVES
OF THE EMPLOYEES CONCERNED.



CHARLES F. GETTEMY
DIRECTOR

The Commonwealth of Massachusetts

Bureau of Statistics

LABOR DIVISION

State House

Boston,

We are desirous of obtaining a *complete* and *accurate* record of Changes in the Rates of Wages and Hours of Labor in Massachusetts, as they occur, for publication in the Annual Report presented to the Legislature.

These statistics are collected and published by the Bureau in pursuance of the general provisions of the law governing the duties of this department, but since no legal requirement rests upon either employers of labor or employees to notify this Bureau that a change in wages or hours of labor has gone into effect, we are necessarily dependent upon various other sources for our primary information. Such information (which is not always *accurate* or *complete*) we desire to subject to official verification by the parties immediately concerned, and, therefore, ask that you kindly answer as many as possible of the questions on the form enclosed.

Permit me to assure you that any information you may be willing to furnish will be used solely for statistical purposes and will not be published under your name.

Assuring you of our appreciation of your courtesy in this matter, I am

Respectfully yours,

CHARLES F. GETTEMY,
Director.

(Enclosure)

4. SCHEDULE SENT WITH CIRCULAR LETTER TO REPRESENTATIVES OF THE EMPLOYEES CONCERNED.



The Commonwealth of Massachusetts

BUREAU OF STATISTICS

LABOR DIVISION

CHARLES F. GETTEMY
DIRECTOR

STATE HOUSE, BOSTON

Changes in Rates of Wages and Hours of Labor.

INDIVIDUAL RETURNS ARE REGARDED AS CONFIDENTIAL.

Definition: A change in the rate of wages involves a rise or fall of the weekly, daily, or hourly rate of remuneration of any given class of wage-earners, apart from any change in the nature of the work performed or apart from any revision of rates owing to the increased length of service or experience of the employee.

1. City or town in which employees affected by the change were employed?
2. Industry?
3. Date from which change took effect?
4. Name of union?
5. Name of establishment?
6. If more than one establishment was affected, give names of other firms?

7. Occupations of EMPLOYEES AFFECTED BY CHANGE.	Number of EMPLOYEES AFFECTED.		Rate of Wages.			Hours of Labor a Week EXCLUSIVE OF MEAL PERIODS AND OVERTIME.	
	Males.	Females.	Before Change.	After Change.	Per hour, day, or week.	Before Change.	After Change.

8. Was the change granted after strike or without strike?
9. Underline the method by which the change was arranged:
 - At request of employees.
 - At request of trade union.
 - By arbitration.
 - Voluntary change unsolicited by employees.
10. Kindly enclose copy of any printed or written agreement that may have been made regarding this change.

Signature

Date

THE LABOR BULLETIN.

The following is a descriptive list of all labor bulletins issued by this Bureau. Those numbers preceded by an asterisk (*) are out of print. All other numbers listed below will be forwarded to applicants upon receipt of 5 cents to cover the cost of mailing.

- *No. 1, January, 1897. Pay of City Laborers — Savings in Massachusetts.
- *No. 2, April, 1897. Strikes and Lockouts, 1887-1894 — Prison Industries in Massachusetts — The Cotton Industry — A Tramp Census.
- *No. 3, July, 1897. Hours of Labor — Model Houses — Arbitration and Conciliation — Comparative Wages and Earnings.
- *No. 4, October, 1897. Wages under Contracts for Public Work — The Baltimore and Ohio Relief Department — Accidents to Employees in Massachusetts.
- *No. 5, January, 1898. Cotton Manufacturing in Massachusetts — Home Ownership in Massachusetts.
- *No. 6, April, 1898. Wealth Accumulation Through Life Insurance — The Legislation of 1897 Relating to Hours of Labor, and to the Employment of Women and Children — Quarterly Report on Employment and Earnings.
- *No. 7, July, 1898. The Improvement of the Slums in London — The Productive Age.
- *No. 8, October, 1898. Hours of Labor in Domestic Service — The Objections to Domestic Service.
- *No. 9, January, 1899. Comparative Position of Boston Wages, 1870-1898 — German and French Progress in Weaving — The Aims of Trades Unions in England — The Maintenance of the Standard of Living.
- No. 10, April, 1899. Labor Legislation of 1898 — Trade Unionism in Massachusetts Prior to 1880 — Contracts with Workmen upon Public Work — Foreign Labor Disturbances in 1897.
- *No. 11, July, 1899. Certain Tenement Conditions in Boston.
- *No. 12, October, 1899. A Study of Charity Statistics.
- *No. 13, February, 1900. Social Conditions in Domestic Service — Employment and Unemployment in the Textile Industries — The Collateral Legacy and Succession Tax.
- No. 14, May, 1900. Free Public Employment Offices — Unemployment in the Boot and Shoe and Paper Industries — Legislation Affecting Hours of Labor, 1899.
- No. 15, August, 1900. Household Expenses — Comparative Occupation Statistics for the Cities of Fall River, New Bedford, and Taunton — Subjects Pertaining to Labor Considered in the Latest Reports of American Statistical Bureaus — Massachusetts Labor Legislation in 1900.
- *No. 16, November, 1900. Persons Employed in Massachusetts Industries — Three Leading Massachusetts Professions — Recent Immigration at the Port of Boston.
- *No. 17, February, 1901. Occupations of Residents of Boston — Unemployment in Boston Building Trades — Conjugal Condition of Women Employed in Restaurants — Comparative Earnings in Five Leading Industries — Resident Pupils in Public and Private Schools in Boston.
- *No. 18, May, 1901. Social Statistics of Workingwomen — Residential Conditions of Women and Girls Employed in Trade and Manufactures.
- *No. 19, August, 1901. The Relative Cost of Home-cooked and Purchased Food — Legislation of 1900 affecting Hours of Labor — Court Decisions Relating to Labor, 1900 — Semi-Annual Record of Strikes — The Saturday Half-holiday for City Employees — Massachusetts Labor Legislation, 1901.
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